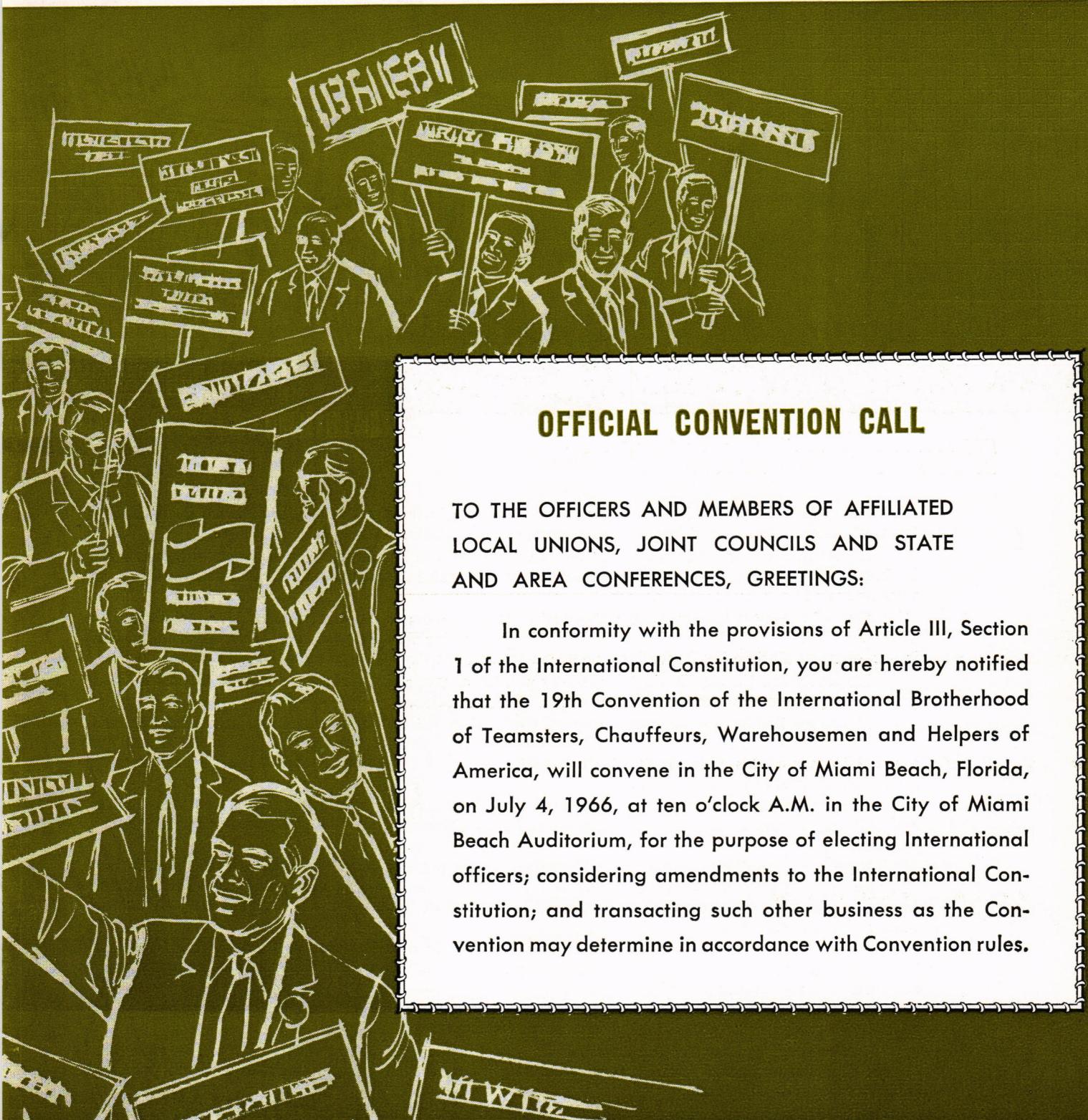


APRIL, 1966



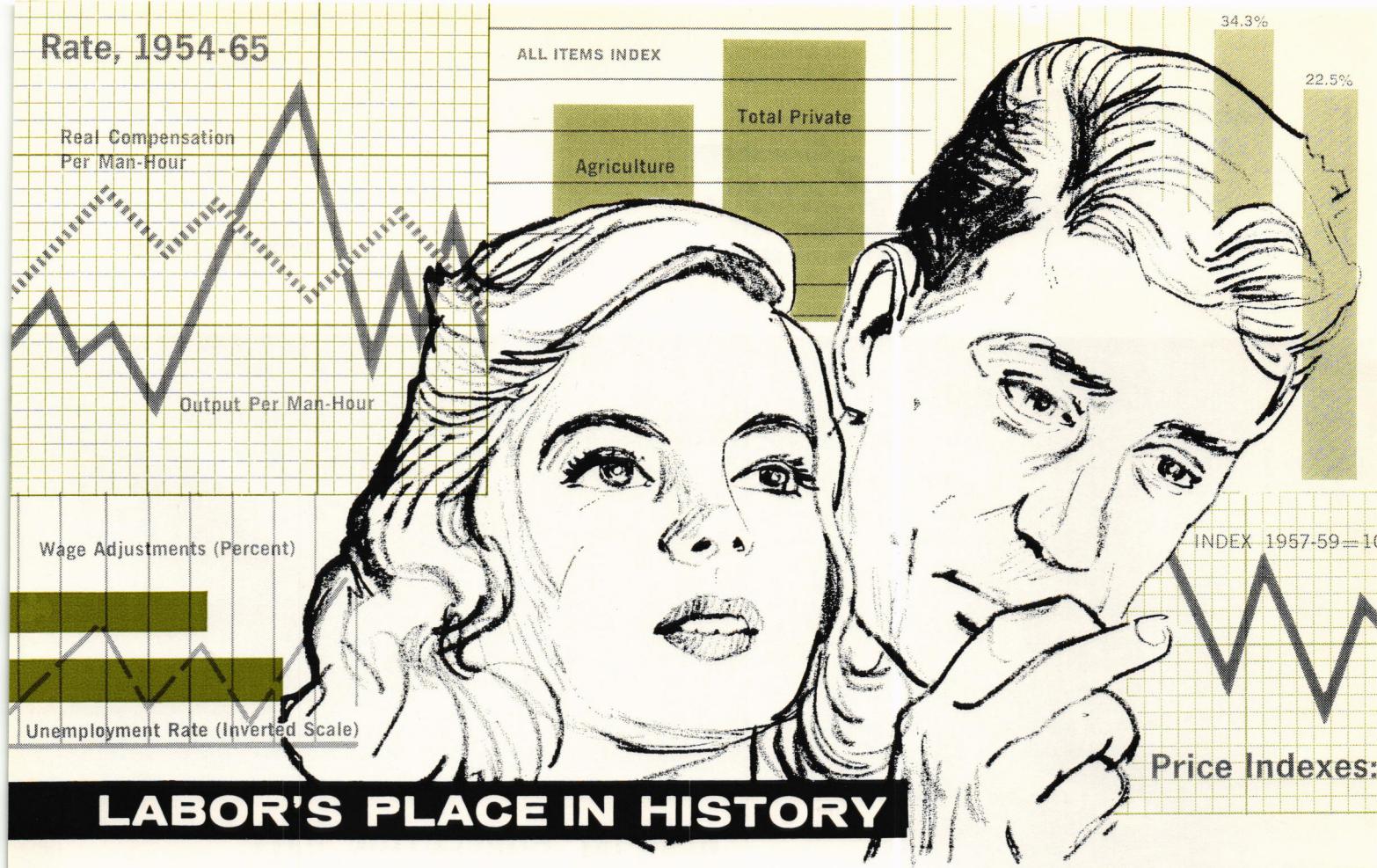
OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED
LOCAL UNIONS, JOINT COUNCILS AND STATE
AND AREA CONFERENCES, GREETINGS:

In conformity with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 19th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, will convene in the City of Miami Beach, Florida, on July 4, 1966, at ten o'clock A.M. in the City of Miami Beach Auditorium, for the purpose of electing International officers; considering amendments to the International Constitution; and transacting such other business as the Convention may determine in accordance with Convention rules.

Call for July Convention Issued... see page 4

Rate, 1954-65



LABOR'S PLACE IN HISTORY

Terms and Statistics—

ALL TOO often, the place of the working man and woman in economic history is distorted in misleading terms of editorial writers and in government graphs and statistics.

However, a closer look reveals that instead of events which bode well for the man who labors for his bread, what actually prevails are circumstances which spell increased misery or little resolve for those who compete in the labor market.

One of the most hallowed bellwethers of editorial writers is the term "Gross National Product." When the GNP is high, we are led to believe things are going well for workers. After all, if the nation is producing at all-time levels, working men and women are employed and they should be satisfied.

However, as Michael Harrington recently pointed out, our Gross National Product zooms to high proportions whether we are producing hydrogen bombs or schools.

Hydrogen bombs are the means of man's total destruction, while schools are the means toward educating man to meaningfully cope with his environment. One of the most tragic comments on the social needs of this nation is that there is adequate supply of hydrogen bombs, but we are woefully lacking in adequate classroom space.

Harrington points out further that unemployment statistics are maneuvered by agency accountants and editorial writers to hint that government responsibility ends when unemployment dips to 2 or 3 per cent.

With accelerated automation and cybernation, we see the elimination of a whole grade of workers. They are semi-skilled production and clerical workers whose work is now performed by machine. Remaining are the low-skilled jobs on the one end and highly skilled production and professional jobs on the other end of the spectrum.

Again, labor comes off second best in any braggadocio over low rate of unemployment. It can be argued that automation creates the means for high consumption, and therefore those replaced by automation can find other jobs.

But the realities are that those displaced and later rehired in other occupations often find themselves down-graded from semi-skilled production to lower paying service jobs.

Too, when competing for the lower-paying jobs they face employers who prefer to hire from the bottom of the labor market barrel among those long oriented to low wages and who have no previous union membership experience.

High Gross National Product could mean well-being for working people, but only when production is keyed to the needs of the public sector.

High employment levels could be meaningful, but only when wages for unskilled jobs are such that those workers can purchase meaningfully in the market place.

GENERAL EXECUTIVE BOARD

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Washington 1, D. C.

JOHN F. ENGLISH
General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

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THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume No. 63, No. 4

April, 1966

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Session to take place at Miami Beach auditorium

General Executive Board Holds Winter Meeting 6
15-man board reviews state of the union

National Brewery Division Opens Drive in Texas 10
Targets are Schlitz, Budweiser plants

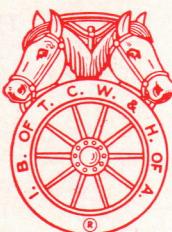
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Beats back company bid for wage cuts

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Lead labor in single-union election victories

A SPECIAL REPORT: On Page 24

**Wage Guideline Clouds
Gathering over
Collective Bargaining**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)
Printed in national and informational editions.

From
The



FIELD

Western Conference Honors Gomsrud

Paul Gomsrud, retired secretary-treasurer of Tacoma, Washington, Teamster Local 313, was recently presented a Western Conference of Teamsters plaque commemorating his 47 years of service as a member and officer of the Teamsters.

The plaque was presented at the quarterly meeting of Joint Council 28, in Seattle, by Chairman Frank W. Brewster on behalf of Einar O. Mohn, director of the Western Conference.

Yard Switcher Wins Teamster Award

Joseph LaFleur, yard switcher for Boston & Taunton Transfer Co., South Boston, is the winner of Local 28's Teamster of the Month award for his heroic action in helping to recover a stolen truck.

LaFleur, noticing a company trailer truck heading for an expressway at a time when LaFleur knew no driver started to work, gave chase, and with the help of police apprehended the stolen rig, which with its cargo was valued at \$30,000.

Grabowski Memorial Dedicated by 557

At ceremonies attended by local union officials and James R. Harding, special assistant to Teamster General President James R. Hoffa, a memorial was dedicated to honor the late Richard W. Grabowski, who was president of Local 557 at his death.

Highlighting the service was the unveiling of a plaque bearing the likeness of Grabowski. It will be mounted in the hallway just inside the entrance to the Teamster Building at 6000 Erdman Ave., Baltimore, Maryland.

Final Rites Held For Bill Moody

William D. 'Bill' Moody, president and business representative of Teamster Local 683, San Diego, died recently, collapsing while helping a friend landscape a yard.

Moody had been on leave from his union duties for several weeks while recuperating from ulcer surgery. He joined Local 683 in 1945 upon being mustered out of the service. Working in a soft drink plant, and later in a beer warehouse, he was appointed business representative for the local union's beverage division in 1947. He is survived by his wife and a daughter.

Teamster Daughter Rated Top Swimmer

James Young, a member of Teamster Local 471 in Minneapolis, Minn., is mighty proud of his 14-year-old daughter, Gayle, who is rated as one of the top five swimmers of her age in the United States.

The teenager has been swimming since she was 5 years old and has won 275 medals, 30 trophies, and 125 ribbons in various competitive events. The girl has set 16 state records.

A younger brother, Raymond, shows signs of setting a similar record. Twelve years old, he has already won 55 medals, four trophies and 52 ribbons, and has one state record to his credit.

Egg Driver Saves Day As Volunteer Fireman

Richard Volpati, a member of Teamster Local 588 in Oakland, Calif., a volunteer fireman in his own community, had clearly learned his lessons well.

While at the wheel of his egg delivery truck, Volpati rounded a corner and saw another truck that was on fire. Stopping his own vehicle, Volpati jumped out, ran into a nearby donut shop and grabbed a carbon-dioxide fire extinguisher.

He dashed outside, broke into the cab of the burning vehicle, and doused the flames with the chemical just as firemen arrived on the scene.

Thompson Retires From Local 23 Post

W. H. Thompson ended a 24-year career as a Teamster official when he retired recently as president and business manager of Local 23 in Johnson City, Tenn.

During his career, Thompson served as an officer and business representative of Teamster Local 549 in Kingsport, Tenn., and Teamster Local 509 in Aiken, South Carolina, prior to his work in Tennessee.

Council President Named to Committee

Ed Lawson, president of Teamster Joint Council 36 in Vancouver, B.C., recently was appointed to a special committee that will advise the Province government on all labor policy.

Lawson was named by Labor Minister Lester Peterson to serve on the 12-member British Columbia Labor-Management Committee.

Message of the General President



Facing the Future

JULY 4, 1966, will be the beginning of an historic week—the 19th Convention of the International Brotherhood of Teamsters at which all affairs of the last five years will be reviewed.

Delegates will amend the International Union constitution in those areas required by court rulings and legislation. Resolutions will be passed dealing with reduction of hours under the Fair Labor Standards Act and fair minimum standards of wages.

Delegates will make such amendments as they deem advisable in view of the great need to negotiate area-wide, nation-wide and company-wide agreements, etc. Too, they will deal with the question of wage patterns to be established by such bargaining.

Delegates will carry on whatever other business is necessary to provide for the welfare of the rank-and-file member as we look down the road for the next five years.

Part of that business will be to recognize the ever-increasing cost of trade unionism on today's market, such as the costs of strikes, the costs of negotiations, necessary subsidies to local unions, and the cost of additional personnel to service the rank-and-file of this great International Union.

In recognition of these facts of life, a resolution will be presented to the constitution committee requesting that minimum local union dues be increased from \$5 to \$6 with the understanding that all local unions, regardless of their present dues structure, would raise their

dues \$1 per month. One-half of the increase will remain with the local union. The balance will go to the International Union in increased per capita tax.

Such monies will be used to carry on administration of the International Union in the area of strikes, organizing, and negotiations, and to care for the increased costs of the pension plan in effect for officers of local unions.

While some members may point out that the International Union has assets of some \$50 million, simple arithmetic cannot be overlooked. Six recent strikes have cost the International Union \$4 odd million. Too, the ever-increasing scope of bargaining and the complexities of the law present the possibility of longer strikes with the additional cost of strike benefits to protect the members, and costs of administration and negotiations.

It has been five years since our last Convention and a revision of minimum dues required by the constitution. I am quite sure that members—working under renewed contracts with increased wages and fringe benefits—recognize the need to keep abreast of the times as we face the future seeking a better way of life for those who make up the membership rolls of this great International Union.

A handwritten signature in cursive script that reads "James R. Hoffa".



STATE OF THE UNION

In Miami Beach

19th Convention Begins July 4th

THE OFFICIAL call for the 19th convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has been issued.

Local unions, joint councils, state and area conferences and International Union officers received the call last month in correspondence from the offices of General President James R. Hoffa and General Secretary-Treasurer John F. English.

The convention will convene the morning of July 4, 1966, at Miami Beach Auditorium, Miami Beach, Florida. All proceedings will be held

in the auditorium. Convention headquarters is the Fontainebleau Hotel.

Under the provisions of the International Union constitution, the convention is called "for the purpose of electing International Union officers; considering amendments to the International Union constitution; and transacting such other business as the convention may determine in accordance with convention rules."

The call was issued to 837 local unions, 51 joint councils, 9 state conferences, 4 area conferences and 53 International Union officers, comprising a total delegate strength of 2,112.

Miami Beach Auditorium will be the site of proceedings for the 19th Convention of the International Brotherhood of Teamsters which will convene Monday, July 4, 1966, in

Miami Beach. Headquarters hotel of the convention is the Fontainebleau. The auditorium was the site of the IBT's 1957 convention.

The International Union constitution provides that each local having 1,000 members or less is entitled to one delegate, and one delegate for each additional 750 members or majority fraction thereof. No delegate is entitled to more than one vote and no proxy votes are allowed.

In a letter to all affiliates entitled to convention delegates, Hoffa pointed out that the following provisions of Article III, Section 5, of the International Constitution govern the selection or election of delegates and alternates:



Section 5(a)(1). All officers and Business Agents elected in accordance with Article XXII, shall by virtue of such election be delegates to any International Convention which may take place during their term of office. If at the time of the receipt of the Convention Call it shall appear that such number of elected officers and/or elected Business Agents (if any) is less than the number of delegates which the Local Union will be entitled to at an International Convention, then arrangements shall be made for nomination and secret ballot election of an additional number of eligible members as Convention delegates. The Local Union Executive Board shall determine in all instances how many alternate delegates shall be designated.

Additional Delegates

Where the election of additional delegates and/or alternates is required in the application of the above provision, said alternates shall be separately nominated and elected and no eligible member shall be nominated for both delegate and alternate. To the extent that the Local Union sends additional delegates, they shall be selected in the descending order of the votes received, starting with the candidate receiving the highest number. The alternate receiving the highest number of votes shall be the first alternate and shall be entitled to substitute for any delegate unable to attend the Convention; the alternate receiving the second highest number of votes shall be the second alternate and so forth.

(2) If the total number of officers and elected Business Agents (if any) is greater than the number which the Local Union is permitted to send to the Convention, then the Local Union Executive Board shall designate from among such elected officers and elected Business Agents (if any) those who are to attend as delegates and alternates.

Substitute

(b) The designation of Convention delegates by the Local Union Executive Board as provided in Section 5(a) shall be made during the period from the receipt by the Local Union of the Convention Call up to the thirtieth (30th) day preceding the first day of the Convention. In the event of disability of a delegate to attend the Convention, the Executive Board of the Local Union may designate a substitute from the alternate delegates provided for above.

(c) Each delegate or alternate must meet the same eligibility requirements as are imposed for election to Local Union office. This, however, must not be construed so as to bar the eligibility of salaried officers of Local Unions or officers of the International Union. All International officers, organizers and auditors who have worked continuously for one (1) year or more shall be entitled to all the privileges of regularly credentialed delegates, but shall not be permitted to vote for officers unless they have been elected by secret ballot, or unless they are permitted by law to do so; provided that this shall not be construed to make eligible for International office any organizer or auditor who is not otherwise eligible through having worked within the jurisdiction for such a length of time as to have made him eligible for International office as in this Constitution provided.

(d) All secret ballot elections required by this Section shall be in compliance with applicable law relating to the nomination and election of Local Union officers.

(e) Joint Councils and State and Area Conferences

are entitled to one (1) delegate each, to be selected by the Executive Board of the Joint Council or Policy Committee of the Conference from officers elected by secret ballot as provided in Article III, Section 5(a).

If your Local Union is entitled to fewer delegates than it has officers and elected Business Agents, the Local Union Executive Board at a regular or special Executive Board meeting should select from among the elected officers and elected Business Agents who will attend the Convention as delegates and alternates. Please note that an officer will be eligible to attend the Convention as a delegate or alternate under this procedure if within the past three (3) years he has been elected by secret ballot to serve in one office but has been subsequently appointed to fill another office for its unexpired term.

However, where a member has not been elected by secret ballot to any office but has been appointed to fill a vacant office for its unexpired term, he may serve as a delegate or alternate but may not vote for International Union officers unless he is nominated and elected by secret ballot as a delegate in accordance with the procedures set forth below.

If the election of additional delegates and/or alternates is required in accordance with the above-quoted provisions of Article III, Section 5(a)(1) of the International Constitution, or by reason of the situation discussed in the last two sentences, the nomination and election must be conducted in compliance with the applicable provisions of Title IV of the Landrum-Griffin Act, Article XXII of the International Constitution, and Local Union Bylaws relating to the nomination and election of Local Union officers.

A Local Union which is in trusteeship may be represented at the Convention by delegates only if at this time separate nominations and secret ballot elections are conducted to select the delegates to which the Local Union is entitled.

If you are entitled to more delegates than your Local Union has elected officers and elected Business Agents it will be necessary, among other things, for your Local Union to mail a notice of nominations and election of such additional delegates to each member. In order to assist you, we have prepared a suggested written notice which is enclosed herewith. You should fill in the blank spaces of the notices as they relate to the number of delegates and the time, date and place of both the nomination meeting and the election.

Timing

Please note that the date of the election must be *at least* thirty (30) days after the date of the nomination meeting. Note also that pursuant to Article VI, Section 3 of the International Constitution, all credentials should be received in the office of the General Secretary-Treasurer thirty (30) days prior to the opening of the Convention, that is, no later than June 3, 1966.

In view of this timetable, it is apparent that the latest date upon which you should have a nomination meeting is April 26, 1966, and the latest date upon which you should have your election is May 27, 1966. To avoid problems because of delays in the mail, please do not wait until the last day in meeting these time schedules.

If at the nomination meeting nominees are unopposed there is no need to conduct an election. Instead the unopposed nominees should be declared duly elected at the nomination meeting.

Quarterly Session

Executive Board Holds Winter Meeting

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Miami Beach, Florida, amid reports of all-time high in membership.

Reports of General President James R. Hoffa and General Secretary-Treasurer John F. English received the unanimous support of the board.

President Hoffa reported that the union membership rolls have hit an all-time high of 1,772,194 in November last year and that per capita payments to the International for the

The 15-man general executive board of the International Brotherhood of Teamsters shown here in session during its winter meeting held last month in Miami Beach, Florida.

month of February, 1966, were 1,736,-
146, a gain of 136,572 over a year
ago.

International Union vice presidents, reporting on activity in the various areas of their responsibility, revealed that work stoppages are at an all-time low, that contracts are being negotiated without the necessity of strikes and that agreements for newly organized units are achieved without work stoppages.

Welcomed to membership on the general executive board was Joseph Trerotola, newly appointed vice presi-

The board unanimously adopted the reports of General President James R. Hoffa and General Secretary-Treasurer John F. English.

dent from New York. Trerotola was administered the oath of office by President Hoffa.

Turning to the problem of organizing the unorganized, the general executive board authorized financial assistance to Local 310 in Tucson, Arizona, to deal with non-union trucking which has sprung up from the importation of produce grown in Mexico into Nogales, Arizona, where it is processed and packaged for shipment throughout the United States.

Under the supervision of International Union Vice President George



Mock, an office will be set up in Nogales, and an organizing staff will be hired to work among the non-union trucking operations in connection with the Mexican-grown produce.

Mock reported to the board that a variety of vegetables grown in Mexico are imported duty-free across the U. S. border where they are inspected, washed, processed and packed. So brisk is the non-union business that packing sheds have sprung up all around the Nogales area.

Said Mock:

"At present, as many as 400 trucks are daily being operated by non-union drivers or being hauled piggy-back out of Nogales to all parts of the country. This is something we intend to rectify to safeguard our own members who drive for firms which pay good wages and operate under union conditions."

The executive board action is a corollary to earlier action taken to lend financial assistance to organizing packing sheds and trucking operations in connection with California's huge citrus fruit operation. That organizing campaign, also under the direction of Vice President Mock, has already produced one National Labor Relations Board representation election victory among citrus workers employed by the Tulare County Lemon Association, of Porterville, California.

Vice President Murray W. Miller, arrangements chairman for the 19th International Union convention to be held in Miami Beach beginning July 4th, gave a progress report to board members and received unanimous approval to proceed with arrangements as he outlined them to the vice presidents.

In another action, the executive board approved establishment of a joint, national Teamster-Butchers Committee with work on jurisdictional problems arising from joint Teamster-Butcher organizing campaigns.

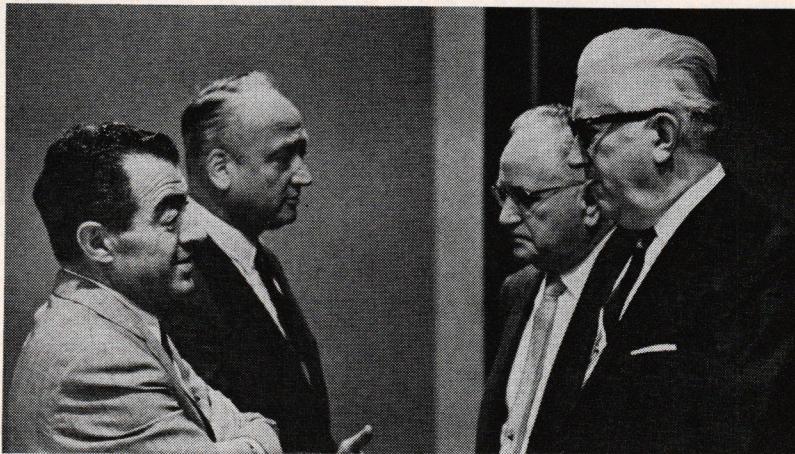
Appearing before the board from the Meat Cutters and Butcher Workmen were Harry Poole, Leon Schachter and Max Osslo, who outlined the scope of activities which they wanted assigned to the joint committee.

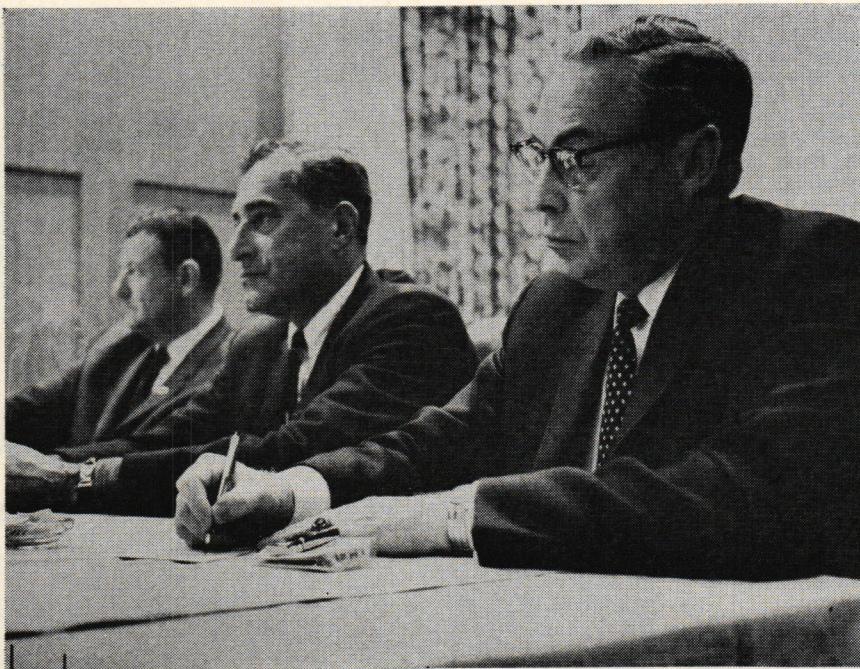
President Hoffa named Vice Presidents John T. O'Brien, Thomas E. Flynn, Einar O. Mohn, and Murray W. Miller to the joint committee from the Teamsters. Alternates named were Vice President Harold J. Gibbons;

Teamster General President James R. Hoffa administers the oath of office to newly appointed International Union Vice President Joseph Trerotola. Trerotola was appointed to fill the unexpired term of the late John O'Rourke.

Talking union business at GEB session are Vice President Anthony Provenzano, Trustee Maurice R. Schurr, Vice Presidents John B. Backhus and Gordon Conklin.

In bottom photo left, Teamster President Hoffa and Vice President George Mock discuss proposed organizing campaign in Nogales, Arizona, among produce drivers. Photo right, Sidney Zagri, IBT legislative counsel, reports to the executive board.





From the Meat Cutters Union, Harry Poole, Leon Schachter, and Max Osslo, appear before IBT Executive Board to discuss formation of joint organizing jurisdiction committee. Committee was formalized and Teamster members named by President Hoffa (see story).

Peter Andrade, of the Western Conference; Weldon Mathis of the Southern Conference; and Bill Neidig, of the Eastern Conference.

International Union vice presidents also approved a financial request from the National Brewery and Soft Drink Division in connection with the division's organizing drive among a Schlitz brewery in Longview Texas, and an Anheuser-Busch brewery in Houston.

Also reporting to the board were David Previant, chief labor counsel for the International Union, and Sidney Zagri, legislative counsel.

Previant brought the board members up to date on the latest court and labor board decisions which affect the operation of the union.

Zagri reported on the status of legislation pending in Congress of special interest to the Teamsters and to organized labor.

Convention Housing Questionnaire

Must Be Completed in Detail

International Union Vice President Murray W. Miller, chairman of the arrangements committee for the 19th convention of the International Brotherhood of Teamsters, last month urged all local unions to see that delegates complete in detail all forms sent by the Arrangements Committee.

Miller pointed out that one form in particular, which requests information on housing, whether or not the delegate will bring his wife and children, the type of housing accommodations desired, must be completely filled out.

"Otherwise," Miller declared, "it is nearly impossible for the committee to plan for convention events, to provide delegates and alternates with the housing they desire, and to plan activities for wives and children."

All housing arrangements for the convention must be made through the Arrangements Committee which is located in Imperial 4, Fontainebleau Hotel, Miami Beach, Florida.

Miller urged early action to secure housing reservations as soon as delegates and alternates are elected or selected for the convention.

Chemical Workers Vote Teamster

After a 10-month organizing campaign by Teamster Local 929 of Philadelphia, some 134 laboratory, production, and maintenance workers employed by the Stauffer Chemical Co., of Morrisville, Pa., voted for Teamster representation in a National Labor Relations Board election.

William L. Greenberg, secretary-treasurer of Local 929, said nearly all the workers eligible to cast ballots did so. The vote was 71 to 60 in favor of Local 929.

Greenberg said the organizational drive started last June as weekly meetings were inaugurated with employees on different shifts. A feature of the meetings was an education program regarding union contracts and methods of negotiating agreements.

Greenberg said the organizers were Paul Cardullo and Joseph Grisafi. The weekly meetings were conducted by Anthony T. Grisillo and Max Zoren, Local 929 business agents.

● Furniture Pact

A three-year agreement has been reached by Local 453 in Cumberland, Maryland, with Wolf Furniture Company of Bedford and Everett, Pennsylvania. The agreement provides for a 15-cent increase the first year, 6 cents the second, and 5 cents the third. Effective March, 1966, the contract runs through February, 1960.

● Schraffts Gain

Teamster Local 816 of New York City recently joined with Local 3 of the Bakers Union to win recognition as representatives of the inside commissary workers of the F.W. Shattuck Co., better known as Schraffts.

Lester Connell, secretary-treasurer of Local 816, said the action came about through a duly supervised card count in which Local 816 and Local 3 won by a strong margin, and will add approximately 200 new members to Local 816's roster.

Other than the 85 drivers and platform men at Schraffts that Local 816 has been representing for some time, this marks the first time in 105 years that the inside workers had ever been formally organized.

Schlitz Contract

Honolulu Brewery Workers Gain 81-Cent Settlement

Nearly 100 production workers at Schlitz Brewery in Honolulu gained an 81-cent package in a new 3-year agreement negotiated by Teamster Local 996.

Art Rutledge, president of Local 996, led the negotiating team. The agreement, providing 15-cent hourly wage gains each of the three years, will be in force to Jan. 31, 1969. The first increase was retroactive to last Jan. 1.

George Leonard, chairman of the Western Conference of Teamsters

Beverage Division and also director of the National Division of Brewery and Soft Drink Workers, assisted Rutledge in some phases of the negotiations connected with a Schlitz plan to move to a new brewery site this summer.

Schlitz is building a new plant near Pearl Harbor and will inaugurate an entirely new system of production. The Pearl plant will not have a brew house. Instead, the grain will be

cooked in Los Angeles and shipped in liquid form to Honolulu where it will be fermented, aged, bottled, and distributed.

Besides the 45-cent wage increase, the brewery workers also gained participation in the Western Conference of Teamsters pension plan at a cost to the employer of 20 cents per hour per worker. Fully paid health and welfare benefits also were negotiated.

Other gains included a ninth holiday, shift differential, jury pay, funeral allowances, and a greatly improved vacation schedule providing 4 weeks after 8 years on the job and 5 weeks after 20 years' work.

In the matter of hours, the production workers established an 8-hour day

Locals Urged To Bond Through IBT

The General Executive Board of the International Brotherhood of Teamsters has urged all local unions to satisfy bonding requirements under a master bond which has been secured by the International Union.

President James R. Hoffa reported to the GEB at its regular quarterly meeting last month that the master surety bond previously written by Niagara Fire Insurance Company will now be covered by Commercial Insurance Company. Both Niagara and Commercial are subsidiaries of Continental Insurance Company which is the giant of the industry.

Hoffa also reported that because of revision in the bonding requirements of the Landrum-Griffin Act, the surety bond no longer requires faithful performance coverage, this resulting in a cost reduction from \$11.45 per \$10,000 of base coverage for three years to a cost of \$2.75. The low rate arises from the approximately \$75 million of coverage which the firm writes for the International Union, making it the lowest rate in the field.

Amendments to the bonding provisions of Landrum-Griffin were passed last year by the Congress at the urging of the Teamster legislative department.

Local unions should contact the office of General Secretary-Treasurer John F. English to secure bonding coverage under the master bond.

New 676 Headquarters

Teamster Local 676 in Collingswood, N.J., recently dedicated a new headquarters building at a special program at which Teamster General President James R. Hoffa was the featured speaker.

Other guests included Thomas E. Flynn, fifth vice president of the IBT and director of the Eastern Conference of Teamsters; John B. Backhus, 7th IBT vice president; N.J. State Senator Frederick J. Scholtz; Arthur Armitage, mayor of Collingswood; and John P. Greeley, president of Local 676.

The new Local 676 home is located at Route No. 130 and East Park Ave., in Collingswood, and was a former Food Fair building.

According to Greeley, the renovation of the building into executive offices and meeting hall of Local 676 "was done exclusively by the membership."

New executive offices and meeting hall of Local 676 in Collingswood, N.J. The ambulance parked in front of the building was purchased recently by the local union for the exclusive use of the membership and its dependents.



with a half-hour meal period included, time-and-a-half for overtime, premium overtime for holiday work, and special allowances in case they are called back from a vacation.

• Bakery Drivers

Drivers employed by Italian Peoples Bakery, Inc., of Trenton, N. J., voted for representation by Teamster Local 194 in a recent National Labor Relations Board election.

James J. Catenaro is secretary-treasurer of Local 194.

• Chicago Vote

Two warehousemen employed by American Aniline Products, Inc., of Chicago, Ill., voted for representation by Teamster Local 781 in a recent National Labor Relations Board election, according to J. Bernstein, president of the local union.

• Pa. Ballot

Ten drivers employed by Princess Homes, Inc., manufacturers of mobile homes, voted for Teamster representation in a recent National Labor Relations Board election.

Herbert Bright, president of Teamster Local 764, said the ballot count was more than 2 to 1 in favor of the local union.

Local 738 Sets Sights On Candy Firm

Teamster Local 738, Chicago, has undertaken a campaign to bring union wages, hours, conditions and benefits to the 2000 employees of the E. J. Brach & Sons candy business.

E. J. Brach is part of the giant American Home Products Corporation.

Local 738 Secretary-Treasurer Michael J. Fomusa says the firm's low wage structure and meager pension plan is stimulating workers to seek Teamster representation, and Fomusa urges all Chicago Teamsters who know Brach employees to point out the advantages of a good Teamster labor agreement.

Local 738 has set up a special Brach Organizing Committee headquarters near the plant at 374 N. Cicero Avenue, Chicago.

In Texas

Brewery, Soft Drink Division Organizing Schlitz, Budweiser

An intensive drive is being launched by the Teamster National Brewery & Soft Drink Conference to win representation at two new breweries slated for commencement of operations this Spring in the State of Texas. Anheuser-Busch is opening its new brewery in the vicinity of Houston, Texas, while the giant Schlitz plant is located in a town called Longview, about 140 miles from Houston.

The organizing drive for representation of the employees will be undertaken jointly with the Southern Conference of Teamsters and an organizing staff which has been on the scene for several weeks.

A total of about 700 employees will ultimately be employed between the two plants, with the Schlitz plant considerably the larger of the two.

Teamsters now hold representation rights for Anheuser-Busch employees in Newark, N. J.; Tampa, Fla.; Los Angeles, Cal. and represents the Brewers and Bottlers in the St. Louis plant.

In the Schlitz chain, Teamsters represent the employees in Brooklyn, N. Y.; Tampa, Fla.; Van Nuys, Cal.; Los Angeles, Cal.; and Honolulu, Hawaii.

In every instance, the Teamster contracts are superior to those of the AFL-CIO Brewery Workers, which will be the opposing union in the campaign for bargaining rights at the new breweries.

Teamster Brewery Local 3's President, John Hoh, has been designated by the Conference to play an important role in the drive and has been

requested to use Local 3's staff and experience in helping to win representation rights. Other locals doing business with the Schlitz and Budweiser plants will also be asked for full support and cooperation.

In announcing the drive, Ray Schoessling, Secretary-Treasurer of the National Conference, said it would be with the full support of the International Union and the Southern Conference of Teamsters. "We know," he said, "that from every point of view the new workers would be 100% better off with Teamster representation. Our job now is to convince them that this is true, and I believe we will do so successfully."

Local 816 Organizes Horn & Hardart

Teamster Local 816, New York City, and Bakers Local No. 3, have successfully completed a joint organizing campaign among production, maintenance and plant clerical employees of the Horn and Hardart Company's commissary division.

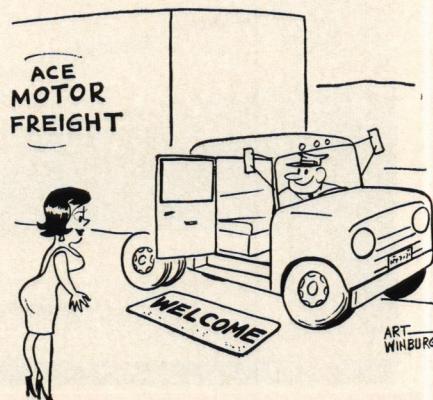
The victory came as a result of a cross check of membership authorization cards against employer records. The cross check was conducted by the American Arbitration Association.

Of 803 Horn and Hardart employees, 531 had signed cards authorizing Local 816 and Baker's Local 3 as their bargaining representatives.

In announcing the results, Lester S. Connell, secretary-treasurer of Local 816, reported:

"Local 3 had attempted to organize these employees for the past 30 years. We are happy to report that a joint organizing campaign with the Teamsters has resulted in success. Local 816 previously and still has under contract 150 drivers, helpers and platform men of the Horn and Hardart commissary.

"For the first time in over 75 years, Horn and Hardart in New York is 100 per cent organized," Connell declared.



Chocolate Plant

Local 386 Organizes Workers At New Hershey Operation

The Teamsters Union has won a major victory over anti-labor forces at the new Hershey Chocolate plant in Oakdale, California, where workers voted by a decisive margin to be represented by Teamster Local 386.

Local 386 Secretary-Treasurer Wendel Kiser reported that many months of campaigning by Local 386 organizers were climaxed when 118 of the chocolate workers voted to affiliate with the Teamsters.

Kiser reported that the company initiated an anti-union effort from the outset when it tried to selectively screen out pro-labor applicants from among hundreds of men and women seeking employment in the plant.

Low Income

As many as 15 interviews per job opening were conducted with the result that most of the applicants hired were persons who previously had received less wages than Hershey was paying. Many were farmers, farm workers, and others in lower income brackets. And, the majority had never belonged to a union.

"It was obvious," Kiser said, "the company wanted workers who would 'appreciate' a better income in a clean and modern plant."

Kiser pointed out that the average

age of those hired was 45, "a clear attempt at Hershey type paternalism."

The 14-month organizing drive kept up a constant flow of leaflets to counter a smear campaign by the company. In all, some 55 different pieces of literature were sent to employees explaining what Teamster affiliation meant.

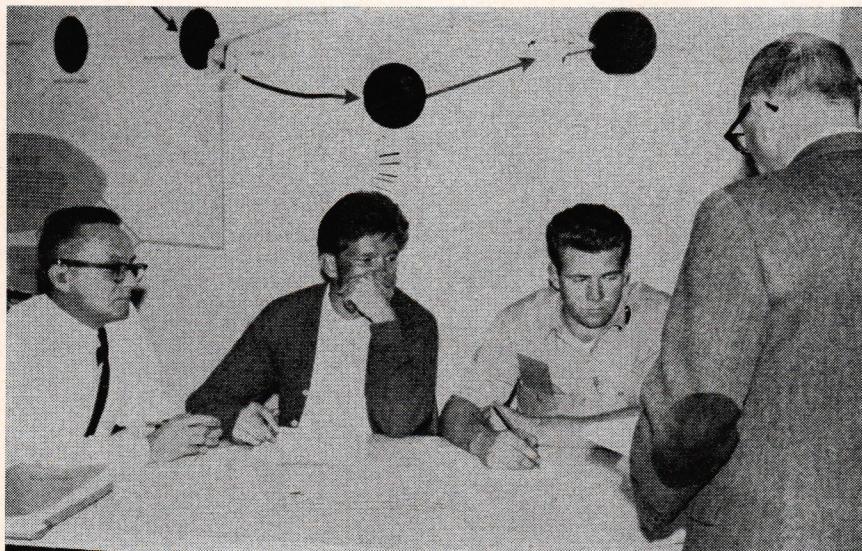
The company's attack was directed almost entirely against the Teamsters, even though the AFL-CIO Bakery Workers and the Steelworkers were also on the ballot.

Smears Don't Work

"It is obvious," Kiser declared, "that company attempts to smear the Teamsters are not working, that workers are looking at the issues and are overlooking obvious smear attempts."

Kiser praised efforts of Frank Cota who headed up the campaign, Dan Kiser, and Joint Council 38 organizer Joe Morill.

Assistance in the organizing drive also came from the International Union, from Vice President George Mock, and Western Conference Dairy Director George Sebastian; Mark O'Reilly, of San Francisco Local 860; and Teamster Security Administrator Ken Carlson who spoke at mass rallies of Hershey workers.



This was the scene as officials counted the votes in the recent election at the new Hershey Chocolate plant in Oakdale, California, in which Teamster Local 386 won representation rights for the employees after a long, bitter campaign.

Backpay Won

Joseph Mallamce (right), a member of Teamster Local 277 in New York City, learned the value of union membership recently when the local union, headed by Anthony J. Distinti (left), president, won him reinstatement to his job and some \$1,800 in backpay. Mallamce, a Kraft Foods Co., salesman with an unblemished record was fired suddenly. The local union took the case to arbitration.

● Produce Vote

Drivers and warehousemen employed by John Livacich Produce, Inc., in San Bernardino, Calif., recently voted for Teamster representation in a National Labor Relations Board election.

Claude R. Thompson, secretary-treasurer of Teamster Local 467, said the new bargaining unit will be comprised of 11 Teamsters. Livacich is a wholesaler.

● Atlanta Win

Drivers and checkers employed by Alterman Transport Lines, Inc., of Atlanta, Ga., voted unanimously for representation by Teamster Local 728 in a recent National Labor Relations Board election.

W. L. Waters, assistant business agent for Local 728, said all 11 employees voted Teamster.

● D.C. Victory

Ten workers employed by American Hospital Supply Corp., of Washington, D.C., voted for representation by Teamster Local 730 of the District in a recent National Labor Relations Board election.

Henry G. Butler, Sr., Local 730 secretary-treasurer said the company wholesales hospital and doctor supplies.

NMB Election

Lake Central Mechanics, Clerks Choose Teamster Affiliation



Shown here in the National Mediation Board office in Alexandria, Virginia, are officials who counted the ballots in the recent Teamster representation victory among the employees of Lake Central Airlines. From left to right are Frank Heisler, International Association of Machinists; Shirley Green, Teamster Local 135; Bill Summerville, Teamster airline division; Richard Kasher, of the Mediation Board; and Marvin Bowman, president of the Lake Central Mechanics Association.

The Airlines Division of the International Brotherhood of Teamsters has won a representation election among mechanics and stock clerks employed by Lake Central Airlines, of Indianapolis.

Included in the group, formerly represented by the independent Lake Central Mechanics Association, are 154 mechanics and 8 stock clerks.

The decision to go Teamster was overwhelming. One hundred twelve employees voted for the IBT, 24 for the independent association, and 5 for the International Association of Machinists, AFL-CIO.

The employees voted last summer to affiliate with an international union. Seeking out the union with which to affiliate, the officers of the independent association scheduled a debate between William D. Summerville, of the Airlines Division, and a representative of the International Association of Machinists.

Immediately following the debate, Teamster airline division organizers began the campaign.

The election was supervised by the National Mediation Board and votes were counted by that agency in Alexandria, Virginia, early in March.

Lake Central is a scheduled carrier operating in the Midwest.

Hoffa Dinner Set for San Francisco

Sponsored by a committee composed of 8 Joint Councils in British Columbia, Washington, Oregon, California (3), Arizona and Colorado, a testimonial dinner honoring Teamster General President James R. Hoffa will be held in San Francisco May 9, 1966, at the Fairmont Hotel.

Chairman of the dinner is International Union Vice President Joseph J. Diviny. International Union Vice President George E. Mock is co-chairman.

Participating Joint Councils are No. 7, San Francisco; No. 38, Seattle; No. 36, Vancouver, B.C., Canada; No. 37, Portland, Oregon; No. 38, Sacramento; No. 42, Los Angeles; No. 54, Denver; and No. 71, Phoenix, Arizona.

The San Francisco affair will be the third such dinner held in recent months. The first testimonial dinner was held late last year in New York City. Another was held recently in Detroit.

"The measures of productivity upon which the guideposts are based are not sufficiently precise to serve as a basis for wage settlements. . . . the establishment of guideposts would almost inevitably lead to creeping government controls."—Prof. Philip Taft of Brown University, *Dun's Review*, July, 1964.



Some Rehired

Bayway Refinery Teamsters Progress in Reopener Talks

Teamsters at the New Jersey Standard Oil Co., Humble Division's Bayway refinery in Linden, N.J., won pay increases ranging between 16 and 50.5 cents an hour in reopened wage negotiations that were settled in late March with a guarantee of some 18 weeks' retroactive pay.

In addition, Teamster Local 866 negotiators convinced the Esso management that, on the basis of overtime records through the past year, the company needed some 40 additional production workers.

Bayway agreed to rehire former employees who were discharged more than a year ago in a work-force reduction. The rehires will return to their old jobs and in some cases will earn nearly \$1 an hour more than they were making when fired.

The wage reopener was negotiated after a final 20-hour marathon session. Joe DiLorenzo, federal mediator, sat in on the final session.

Lump Settlements

Some 90 per cent of the 781 Teamsters employed at Bayway attended the ratification meeting. They unanimously accepted the new wage rates which extend to Nov. 22, 1966.

Twice before, the Teamsters voted down proposals offered by the company, once last July and again last October.

Bayway's proposals were unchanged for six months. Ultimately the company made some unilateral changes which became the subject of an unfair labor practice charge filed by Local 866.

In January, the Bayway Teamsters submitted a 45-page document supporting improvements they desired, most of which were included in the final settlement. Still to be negotiated are monetary items other than wages.

Besides the pay increases which bring some jobs to as high as \$4.15 an hour, lump settlements also were negotiated for a few so-called "red circle" workers who held higher pay rates than negotiated in the initial Teamster contracts. The lump settlements, ranging from \$49 to \$268, equalize the contract pay rate.

At one point in the protracted table

talks, the local newspapers tried to revive the specter of a strike such as the 101-day walkout that started late in 1964 when the Bayway workers decided to put some spine in their company-dominated union. Unable to make headway, they turned to the Teamsters and finally won a Teamster contract superior to what they had before.

● New Jersey Win

Employees of the La Monte Division of the Georgia Pacific Corp., of Nutley, N.J., voted for Teamster representation in a recent National Labor Relations Board election.

Ben Merker, secretary-treasurer of Teamster Local 102 in Newark, N.J., said the ballot count was 97 to 70.

Merker said the company, in business for 65 years, had successfully resisted numerous union organizing drives in the past.

Easy-Heat Employees Go Teamsters

Employees of the Easy-Heat Wirekraft Division of Singer Company recently cast an overwhelming vote in favor of representation by Teamster Local 298 in a National Labor Relations Board election.

The plant is located at Rolling Prairie, Indiana.

Reporting on the victory, Local 298 President William C. Jenkins revealed that a key to the victory was representation given a fired worker by the local union in an unemployment compensation case.

The employee, fired by the company which attempted to have him disqualified for jobless benefits, came to the Teamsters for representation. After the Teamsters had successfully presented his case, the employee wrote a letter to the Singer employees urging them to vote for the Teamsters.

The workers, with a living example of the excellence of Teamster representation, placed their collective bargaining future with the Teamsters.

Red Cross Thanks IBT For \$25,000

The International Brotherhood of Teamsters recently received expressions of gratitude from the American National Red Cross for a gift of \$25,000 earmarked for assistance to victims of Hurricane Betsy which struck New Orleans, La., last fall.

Great Help

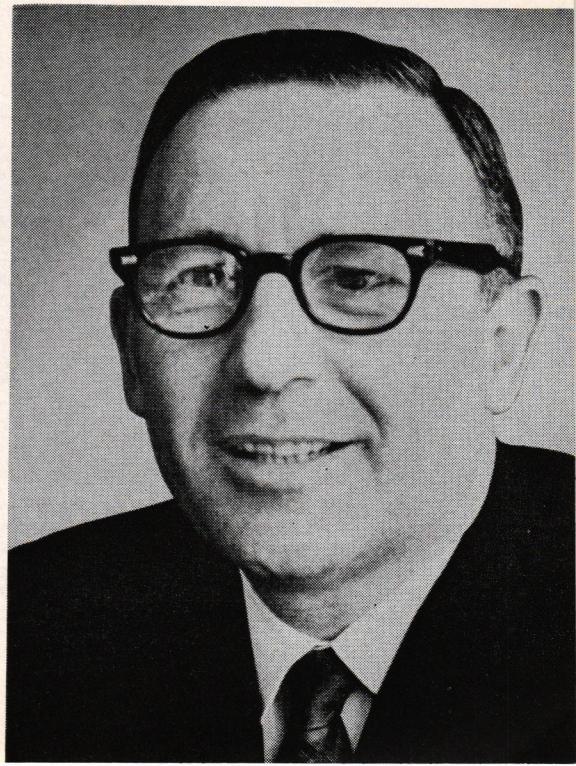
James F. Collins, president of the Red Cross, informed General President James R. Hoffa of the Teamsters Union in a letter that the sum granted by the IBT General Executive Board was of great help in returning the hurricane victims to normal life. Thousands of people were flooded out as a result of the hurricane.

"We have long appreciated the help of the membership of the Teamsters in disasters," Collins told Hoffa, "and we trust we will continue to merit continuation of this valuable assistance....

"Again, our very deep thanks for your generous contribution."

Appointment

Joseph Konowe, long-time administrative assistant to Teamster General President James R. Hoffa and Secretary-Treasurer of Teamster Local 210 in New York City, has been appointed an International Union general organizer attached to the Washington office. Hoffa made the appointment recently in Washington, D. C.



Denver Victory

Local 435 Wins Agreement For Tivoli Brewery Workers

Ratification of a new agreement by 33 members of Teamster Local 435 in Denver has ended a 6-week strike during which a consumer boycott of the firm's products was effectively used.

Simultaneously, a new contract was approved by 8 members of Operating Engineers Local 1 who were also on strike.

Agreement was reached when Erwin Lerten, attorney for Tivoli Brewing Company, agreed to a counter proposal submitted by the union. Lerten's acceptance ended an 8-hour session between the West Coast attorney and George 'Red' Leonard, director of the Teamsters WCT Brewery Division.

The strike had been called January 31st, after the company arbitrarily placed into effect wage and fringe benefit decreases. Soon afterward, a statewide consumer boycott with cooperation from the State AFL-CIO began.

In addition to Leonard, negotiating for the union were Alex Rein and Ed Dunn of Local 435; and Harry Bath, Richard Rhodes and Herbert Bailey from the executive board of Joint Council 54.

Included in the final settlement were company-paid health and welfare, company-paid pension; paid holidays and vacations; and an adequate seniority provision—one of the most important items as far as striking workers were concerned.

Union officials estimate the wage and fringe benefit package amounts to 45 cents an hour more than the company's original wage-cut proposal.

The consumer boycott ended immediately upon the near unanimous acceptance of the agreement by the membership.

Besides the pension innovation, the drivers also gained a 1 per cent pay differential for night shift work. All drivers received a 1 per cent increase in their commissions. Other contract gains included new hospital benefits. The agreement contains reopeners clauses for economic questions after the third and fourth years.

Uliss said drivers with 20 years of service can retire under the Teamsters Taxi Drivers Pension Plan with a proportional amount of the \$100 a month, and those with 25 years of service will get full \$100.

Uliss said Local 496 was discussing a pension plan also for members employed with Yellow Cab in Cambridge and Somerville where some 200 drivers are under contract.

The agreement, designed to attract more fulltime drivers into the industry and to provide them with security, "will change the pattern for employment in the business" in the Boston area, according to Uliss.

● Georgia Vote

Truck mechanics and garage servicemen employed at Eazor Express, Inc., operators of Ohio Southern Express in Atlanta, Ga., voted for Teamster representation in a recent National Labor Relations Board election.

Forrest W. Shepherd, assistant business agent for Teamster Local 728, said all eight workers eligible to vote cast ballots resulting in a pro-Teamster count of 7 to 1.

Cigarettes for Soldiers



Teamsters Union officials were right in the middle of this group of Paterson, N.J., area community leaders who spearheaded a drive to collect cigarettes to be sent to servicemen fighting in Vietnam. Playing a leading role were Michael Ardis, president of Teamster Local 945; James Perrotti

and Larry De Angelis, president and secretary-treasurer respectively of Teamster Local 999. They are 11th, 12th, and 13th from the left in the front row. Also contributing to the drive but not shown was Daniel J. Tortorello, secretary-treasurer of Teamster Local 945.

Tops in Elections

Teamster Organizing Successes Continue Trend of Previous Years

Carrying over into 1966 their successful record of recent years, Teamster organizers continued to lead the labor movement in effectiveness last January with more single-union representation election victories than any other organization.

Teamster affiliates participated in 122 of the 461 single-union elections

Long-Time Wisconsin Leader Dead

Emmett E. Terry, long-time Teamster leader in Wisconsin, died recently in Ft. Meyers, Florida. He succumbed



Emmett Terry

to heart seizure at the age of 59.

Prior to his retirement two years ago, he was president of Wisconsin Teamster Joint Council 39, secretary-treasurer of Local 75 in Green Bay.

Terry helped organize Local 75 in 1933 while a member of the Brown County Highway Commission. He was elected secretary-treasurer of the local in 1938 and held the office until his retirement.

He was elected vice president of the Wisconsin Federation of Labor in 1940 and represented the Teamsters in that body until 1958.

Terry is survived by his wife, a son and daughter, a brother and two sisters.

—more than 26 per cent—conducted by the National Labor Relations Board.

All unions together won 258 of the single-union ballots of which 68—again more than 26 per cent—were Teamster victories.

Of the 12,924 workers who chose union representation in the single-union elections, 1,164 picked the Teamsters. In other words, about 1 in 10 selected the IBT, the same ratio that was sustained through 1965 and in earlier years.

Most noteworthy among the Teamster victories, in terms of numbers, were elections involving production and maintenance workers at Michigan Fruit Canners in Benton Harbor, Mich., where 117 workers were eligible to vote; Singer Co., in Rolling Prairie, Ind., with 79 employees; Sen Co., Inc., in Honolulu with 70 furniture workers, and Sun Crown Food Corp., in Fairfield, Calif., with nearly 60 workers.

Also notable was the degree of Teamster success in representation

elections involving small numbers of white collar workers.

Altogether, there were 14 elections in which white collar workers cast ballots and in 9 instances the employees voted Teamster.

Canadian Driver Accident Hero

The quick action of a Canadian Teamster is being credited as having saved the life of a Summerland woman in an accident near Falkland.

Earl White, member of Local 181, of Kelowna, B.C., and an employee of Miller and Brown Transport, was returning from a run to Lytton when he came upon a wrecked car in the middle of the road.

Thrown 50 Ft.

Driver of the car, Dr. James Marshall, well-known entomologist at the Summerland Research Stations, was lying in the road. His wife had been thrown about 50 feet from the car.

White stopped his truck and searched along the side of the road, found Mrs. Marshall and hailed a passing truck which he sent for help. He attended the victims until an ambulance arrived.

Teamster Mayor

Ernest R. Flores (right), a member of Teamster Local 357, and Robert L. Williams, city manager of Santa Fe Springs, Calif., visited the International Union headquarters while in Washington, D.C., to attend a legislative conference of the National League of Cities. Flores attended in his capacity as mayor of Santa Fe Springs, a suburb of Los Angeles. Employed by Transcon Lines, Flores works as a tow motor operator at the company's location in Pico Rivera, Calif.



Step Toward Justice

N. Y. State Legislature Studies Bill to Ban Lie Detectors

A New York Legislature Senate Committee on Labor and Industry is now considering a series of bills to ban lie detector tests in employment.

President John J. DeLury of the Uniformed Sanitationmen's Association, Teamster Local 831, testified in favor of banning lie detectors from the employment process. DeLury quoted extensively from national studies of the inaccuracy and frailty of the lie detector as a scientific instrument. Asserting that it is a lie that lies are detected by lie detectors, DeLury quoted Defense Department expert Dr. Jesse Orlansky who concluded after studying some 200,000 tests that lie detection is not an effective procedure.

Testimony given by Dr. Kubis at Washington hearings was referred to by the Union spokesman. He recalled Dr. Kubis' statement that "The threat to use the lie detector on a continuous basis in industrial and business organizations is degrading. The fundamental dignity of man is the issue.

"The periodic use of this instrument implies that the majority of innocent, trustworthy employees must submit to the test. And yet the lie detector is basically an instrument of distrust, to be used where there is a strong suspicion that one or more individuals are not telling the truth.

"In the 'storewide' checkup the innocent are placed in an embarrassing role—that of being considered a sus-

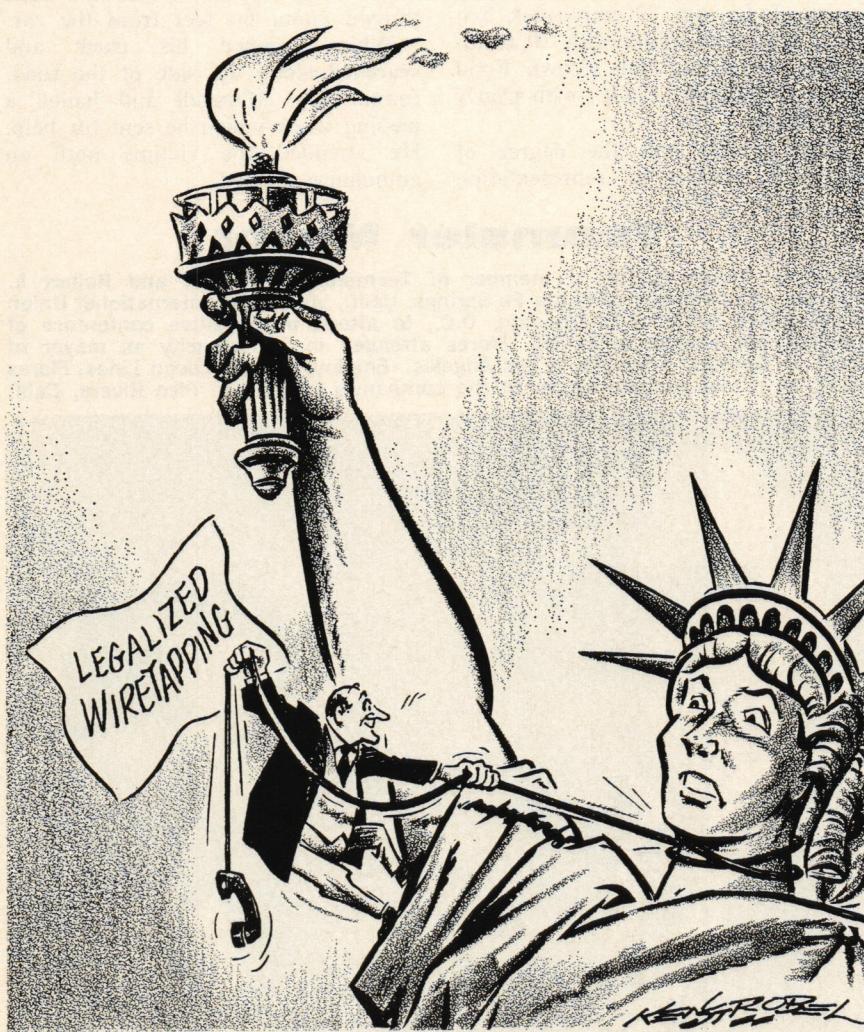


John J. DeLury

pect whose word and intentions are fundamentally distrusted.

"It is no argument to say that the test is used to prove the innocence of the innocent, or to 'protect' the reliable employee. Since the instrumental test is far from perfect, there is a strong possibility that the innocent will be judged as culprits."

DeLury concluded that the "signs" of lie detection have been exposed as a fraud and called for strong legislation to ban lie detector tests for employees in New York.



Heart Attack Claims Frank White

Frank C. White, 69, veteran Milwaukee Teamster union official and former secretary-treasurer of Teamster Joint Council 50, died of a heart attack in late February.

White joined the Teamsters through Local 347 in 1934. Two years later he helped organize Local 257. For eight years he served as secretary-treasurer of the Lake Michigan-Lake Superior Council of Coal Dock Workers.

He served as Joint Council 50 secretary-treasurer from 1948 until 1953. Early in 1948, he was chosen secretary-treasurer of Local 257 and served in that capacity until the local merged with Local 982 in 1952. He served as assistant business agent and trustee of the merged locals until his resignation in March, 1961.

Privacy Protection

FCC Adopts Rules Banning Bugs on Private Conversation

The International Brotherhood of Teamsters has often declared that the invasion of personal privacy by electronic listening devices is a violation of constitutional rights.

Now the Federal Communications Commission has taken steps to stop the trend toward blanket invasion of personal privacy.

The Federal Communications Commission has adopted rules outlawing eavesdropping in private conversations. Effective April 8, 1966, the use of radio devices for eavesdropping will be subject to limitations.

Senator Edward V. Long (D-Mo.), chairman of the Senate Subcommittee on Administrative Practices and Procedures, who focused public attention on the use of gimmicks to invade privacy called the FCC action "a small, though important, step in the uphill battle to remove these little bugging devices from the market place."

Martini Olive

The hearings, conducted by Long, brought to light such things as the electronic olive in the martini and bugging by long-distance telephone calls.

The rules issued by the FCC would prohibit, with the exception of law enforcement agencies, the use of any radio device to overhear or record the private conversations of others without the consent of all parties engaging in the conversations.

Long believes that the use of the term "all" is significant since the few state laws on the subject usually require only the consent of one party to the conversation.

"The theory behind this is that a person assumes the risk," Long said, "that whatever he says may be divulged without his knowledge to the other party of the conversation. According to the new FCC rule, however, both parties must consent to the use of these eavesdropping devices. This is extremely important, for our American citizens should not be forced to live in constant fear that their remarks may be recorded without specific consent."

Boss Set Down For Refusal To Bargain

Copeland Oil Co., also doing business as Metropolitan Petroleum Co., in Plattsburgh, N.Y., violated the National Labor Relations Act by refusing to recognize and bargain with Teamster Local 648, majority representative, also of Plattsburgh.

The National Labor Relations Board, sustaining the findings of the trial examiner, said there was no merit in the employer's contention that he had a good-faith doubt of the union's majority status.

Violations

Evidence established, said the Board, that the company's motive for refusing recognition to the Teamster local was to gain time in which to undermine the union's status.

Other violations by the employer included granting and promising economic benefits to discourage union membership, bargaining directly with employees, changing terms of employment without bargaining with the union, and unlawfully interrogating employees about their union activity.

The Board ordered the Copeland company to cease the unlawful conduct and to bargain with Local 648 upon request.

Local 853's New Headquarters

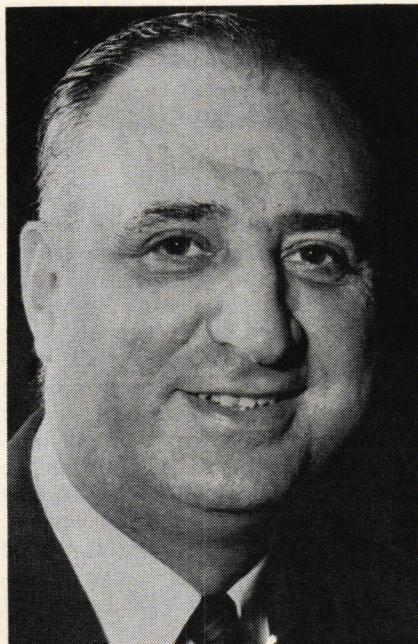


Shown above is the new building of Teamster Local 853, Oakland, California. Located at 8055 Collins Drive, it also serves as headquarters of Garage and Service Employees Local 78, and Retail Delivery Drivers, Salesmen and Produce Workers Local 588. The two-story building has ample office space for the local unions and has a large auditorium. It will serve as the quarterly meeting place for joint council sessions.

'Unfair Labels'

News Media Fail to Inform Public On Labor Matters, Says Official

Sam Zagoria, newest member of the National Labor Relations Board, says the main reason organized labor's public image is on the "hot seat" from time to time is that newspapers,



magazines and television fail to give accurate and pertinent coverage to labor-management relations.

Speaking recently at the University of Maryland, Zagoria discussed cybernation—the combination of the computer and automation—as a fruitful area for collective bargaining before, during, and after its introduction.

"Collective bargaining has already helped some of the nation's biggest companies make the transition without incident," said Zagoria.

"A reader of the financial pages can report that these and most industrial giants never were so strong nor had it so good. A reader of labor periodicals can tell you that most—if not all—of these giants are unionized from sweepers all the way up to supervisory jobs."

At this point Zagoria asked: "Why then is collective bargaining on the hot seat from time to time?"

The main reason, he said, is that teachers give inadequate attention to the subject of collective bargaining,

adding, "The textbooks I have seen cover the subject in lines, not pages."

Zagoria, a former newspaperman himself, continued:

"The result is that the knowledge of most viewers is limited to information obtained in less formal places of education—the newspapers, magazines, and television.

"The media have little interest in the field when things are flowing smoothly. Interest commences when relationships break down, and some unions strike or some managements lock out. Then most reports concentrate on the effects, on the inconvenience and hardship in the local community."

The National Labor Relations Board official said of news reports:

"Rarely will you find mature discussion of the issues which led to the (labor-management) dispute. This is not too surprising, for the number of experienced labor reporters in communications media around the country would hardly crowd even a small classroom."

The answer to better reporting of labor-management affairs, said Za-

goria, was a need "for more good reporters to give us penetrating detail and thorough coverage, to bring some perspective to the situation, some idea of how wage proposals compare with rates in similar cities, in similar fields, with productivity gains, with company income."

"Then," he said, "we would have some insight on the causes as well as the effects."

Zagoria said that as things are in most cities the only thing the public really is adequately informed on in a dispute is the hardship of the innocent bystanders.

"Important as this is," he commented, "it is not enough. It helps ignore the successes and emphasize the failures without analyzing the reasons."

Collective bargaining, said Zagoria, has not been helped by some individuals and membership organizations who operate on the premise that every knock at a union is a boost to their own income—"Since they make little pretext of being fair or complete in their commentaries, there is little to do about them except to recognize their existence."

Zagoria emphasized that it was not his role to sell the advantages of collective bargaining, but he did believe "that there have been some unfair labels hung on labor groups."

The Press

NAM Brags of Its 'Power' Over Nation's Weekly Press

The next time you read a weekly newspaper and find it filled with anti-labor propaganda, it's a good bet that the copy and art came directly from the National Association of Manufacturers.

The source of this information? The NAM, itself—although the editorials, cartoons and articles don't tell the readers so.

For 33 years the NAM has published its Industrial Press Service and today more than 3,500 weekly editors receive the material at their own request.

"Each edition orients the weekly newspaper to NAM's policies on the leading issues of the day," *NAM Reports* brags: "The pick-up is phenomenal—space you couldn't buy."

The article in *NAM Reports* discusses "in-depth" the influence it has over the nation's weekly papers. On the front page of *NAM Reports* are the headlines: "PRESS POWER—How the NAM Serves Editors and Propagates Its Views."

The Industrial Press Service provides editors with editorials, cartoons, news stories, features, short items and fillers. One of its regular cartoonists is Warren King, the #2 staff cartoonist of the *New York Daily News*, conservative tabloid with the largest newspaper circulation in the U.S.

"The editor of a weekly newspaper is an influential man and the people who constitute his readership are important people," *NAM Reports* says. "It is estimated that 75 per cent of

the United States Senators, 61 per cent of the House of Representatives and 60 per cent of the state legislators are elected by the people who read weekly newspapers."

An example given is that of Speaker of the House John W. McCormack. He was born in South Boston and lives in Dorchester, Mass. Both sections, the NAM says, have weekly newspapers which use many of its editorials and features.

The NAM also boasts of its influence over wheat farmers. The Industrial Press Service ran an editorial urging that the farmers vote "no" when the Federal government conducted a wheat referendum among farmers several years ago. The wheat referendum was defeated 597,000 to 547,000.

"IPS," *NAM Reports* says, "has also constantly reminded the weekly reader that Section 14(b) of the Taft-Hartley Act should be retained. And now it is effectively telling the story of the threat of a federal takeover of state unemployment compensation systems and the need to cut down on domestic spending to help balance the federal budget."

The March 14, 1966, issue of the Industrial Press Service has two cartoons. One, by King, shows a tombstone with the words "Repeal 14(b)" and the caption, "Rest in Peace." It is accompanied by an editorial with the same anti-labor sentiments.

The second cartoon is directed against the Federal government's role in urban renewal, claiming that it is unconstitutional. This, too, has a long editorial.

An article quotes NAM President W. P. Gullander who says that with the economic boom Great Society programs could be sharply curtailed or eliminated.

There is one item which suggests that even the NAM has to bow to the inevitable. It reminds the elderly that the deadline for the supplemental Medicare program registration is March 31. The employers' group bitterly fought against medical care for the elderly.

The NAM promises to continue its activity in the future, however, with this note:

"As the issues come up for consideration at federal, state, county and city level, the IPS continues to inform the 26½ million weekly newspaper readers on industry's viewpoint."

Who Really Cares?

Companies Scuttle SS Improvements By Cutting Back Pension Benefits

"General Electric cares" is the new slogan on millions of magazine advertisements. A more honest slogan would be "General Electric cares, but not for its retired workers."

Some firms, including the General Electric Company, reduced pension payments to retirees as soon as Social Security pensions were increased by 7% recently. This action, perfectly legal, means that these retirees will not be able to live a little more comfortably nor will they help to improve the economy of the nation.

General Electric, and other companies, have contracts which call for paying the balance between the level of Social Security payments and a declared pension rate. Thus, although reducing pension payments, they are still living within the contract.

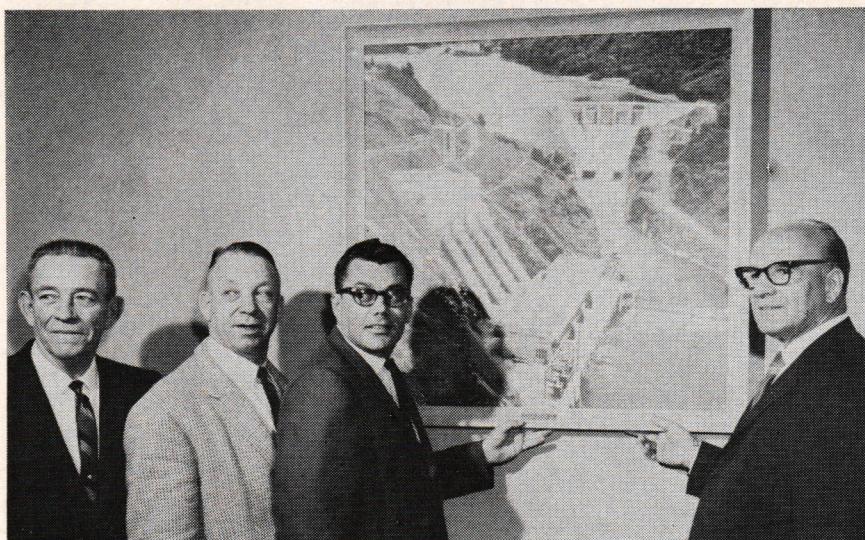
Congressman Holland, Democrat, of Pennsylvania, has an ingenious idea which he hopes will help the retirees whose company pensions have been cut. He proposes through a bill (H.R. 12093) to require employers, who

profit by cutting pension when Social Security payments rise, to pay an additional tax equal to the reduction in company pension contributions. Congressman Holland is confident that his bill will pass both House and Senate because the actions of these companies ignored "the intent of Congress."

General Electric, and the other companies involved, are all making gigantic profits. G. E. profits are estimated for 1965 at \$382 million.

Teamsters support the efforts of Congressman Holland, particularly as 46 Teamster Local Unions are involved with the General Electric Company. All General Electric contracts—with all unions—contain the same "makeup" pension clause. DRIVE Chapters concerned and members of these Locals are urged to get in touch with their Congressmen and urge them to give Congressman Holland of Pennsylvania all the assistance they can in passing H.R. 12093.

Portrait of Power



Tacoma Teamster officials recently received a framed photograph of Tacoma City Light's Mayfield Dam to brighten the halls of the Union Center. The picture of the utility's newest hydroelectric project, on the Cowlitz River in Southwest Washington, was presented by Public Utility Board Chairman Dr. A. A. Adams, at right. Dr. Adams said that it symbolizes the spirit of cooperation and friendship that exists between the Union and the utility. Accepting for the Union, left to right, were R. M. "Mike" Pavolka, secretary-treasurer of Warehouse and Produce Workers, local 599; Clyde Wakeman, secretary-treasurer of General Teamsters, local 313, and Lewis C. Hatfield, secretary-treasurer of Automotive and Special Services, local 461.

Dangerous Economy

I. C. C. Cuts Enforcement Staff Despite Overwhelming Workload

The Interstate Commerce Commission budget for the next fiscal year contains a planned cut of 45 staff positions. I.C.C. budget planners say this is necessitated by salary increases.

Caught in the economy pressures from the White House, the I.C.C. decided to cut two staff jobs in the Bureau of Enforcement and eight in the Bureau of Operations and Compliance. These changes are made in the face of an admitted overwhelming workload and the prospects of an even heavier one.

Teamster testimony last year pointed up the need for bigger I.C.C. staffs in Compliance and Enforcement bureaus. Gray-Area truckers are still found everywhere, driving dangerous rigs and reasonably confident that they can elude the very few I.C.C. inspectors who are on the road.

The news that the I.C.C. will still further reduce their staff will be well received by Gray-Area operators. It

is, however, bad for the trucking industry, for Teamsters and for the general public which has to share the highways with dangerous unregulated trucks.

Restore Budget

The following telegram has been sent to the Chairman of the Appropriation Committees of both the Senate and the House:

"In the interests of all concerned in the trucking industry, including the Teamsters Union, we urge restoration of proposed cuts in the I.C.C. budget which would result in a reduction of the number of I.C.C. inspectors and enforcement personnel. Our highways are infested with large numbers of illegal and unregulated truckers who are the cause of economic distress to legal operators and of a high proportion of the accident fatalities in which trucking is involved. In the interest of a stable and reliable

trucking industry and public safety, we urge restoration of these budget cuts.

James R. Hoffa"

A cut in the I.C.C. inspectors and enforcement personnel coincides with the additional duties the I.C.C. is called upon to provide under Public Law 89-170 passed last year, which requires the I.C.C. "to make cooperative agreements with the various states to enforce the economic and safety laws and regulations of the various states and the U.S. concerning highway way transportation."

If the proposed cuts are approved, Congress will be endorsing a program of less enforcement, greater chaos in trucking and more accidents and deaths on the highways. At a time when Congress is—at last—seriously considering the problem of highway safety, these budget cuts are even more undesirable.

NMU Publicizing Lack of Safety On Seas

The National Maritime Union has begun distribution of a four-page leaflet entitled "Let's Outlaw Floating Firetraps."

The publication is in support of legislation that would require all passenger vessels in cruise operations out of U.S. ports, regardless of the country of registry, to comply with U.S. standards of construction and operation.

"Only U.S. flag ships fully meet these standards today," according to the NMU leaflet. "No ship should be permitted to conduct a cruise out of a U.S. port unless it can meet the same standards."

An earlier NMU "floating firetraps" publication cited the SS Yarmouth Castle (under her former name, the "Evangeline"), among several examples of foreign flag cruise ships which it called unsafe by American standards.

The new edition notes the sinking of the Yarmouth Castle last year and declares: "Thousands of unsuspecting Americans continue to place their lives in jeopardy every day on cruises aboard foreign flag floating firetraps."

The union plans to distribute 250,000 copies of the leaflet across the country, Joseph Curran, NMU president, said.



Pride of Local 714 is its softball team comprised of local union members who belong to Hell's Angels Social Athletic Club. The team was Chicago Park District Champ in 1965 and finalists in the World Series of Softball in 1965. The club itself is sponsor of a hockey team and a Little League team. Part of its social activity includes taking retarded children to ball games, picnics and similar outings.

Wages No Factor, as

Living Costs Rise .5 Per Cent Due to Higher Prices of Food

A cost-of-living increase of one-half of one percent during February may bring a rash of cries of inflation, but Department of Labor economists agree with union economists that inflation is not now in the picture.

About three-fourths of the rise in the Consumer Price Index, the Labor Department's Bureau of Labor Statistics reports, were due to higher food prices, chiefly for fresh vegetables, meats and poultry.

Arnold Chase, assistant commissioner of BLS, flatly rejected any idea that inflation is currently a factor in the cost-of-living increases, the largest rise for any month since June 1965 and the largest for any February since 1951.

"There is absolutely no indication of advance or panic buying," Chase told a press conference. "You would get both of these in the case of inflation."

Neither Chase nor anyone else tried to make a case that wage increases were in any way a factor in the increase in prices.

Guidelines

Nevertheless, union economists expect the rise in the living cost index would be used as an excuse for those seeking to secure more rigid and restrictive wage guidelines.

One major argument used is that building trades wages are rising too rapidly. The cost of shelter did increase .2 per cent during the month but Chase pointed out that this was primarily due to higher mortgage interest rates and increases in the cost of home repairs, housekeeping services and moving expenses.

During the month, the net spendable earnings of factory production workers moved up.

Purchasing power of the factory workers' paycheck declined slightly, however, due to the .5 per cent in the CPI.

The net rise in spendable earnings resulted from a slight increase in the average workweek. Average hourly earnings were unchanged from last month's record level of \$2.67 per hour.

As a result of increases in the CPI, 156,000 workers will receive pay in-

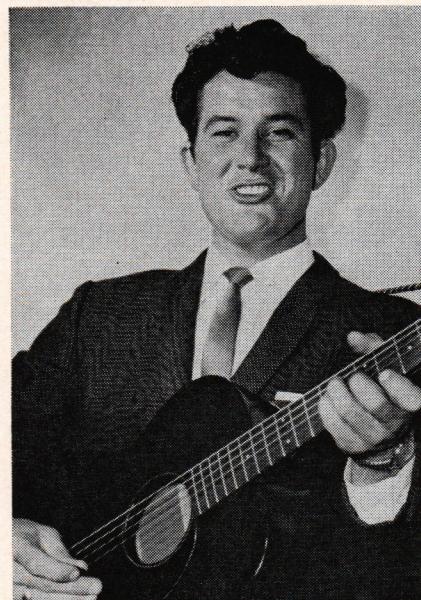
creases under escalator clauses. Of these, 123,000 are aerospace workers.

The February cost-of-living index was 2.5 per cent above a year ago, primarily because of the higher food prices which accounted for more than one-half of the over-the-year increase and higher charges for nearly all consumer services.

The increase in food prices from January to February was the third straight monthly increase in food costs.

Fresh vegetables rose 10.5 per cent to a record level for February as supplies were further reduced by adverse weather in many parts of the country. There was the late January freeze in Florida, excessive January rains in Texas and unusually rainy and cool weather in California and Arizona.

The Department of Agriculture, according to estimates reported by Chase, says that it believes that food

Troubador

Durward Erwin, a member of Teamster Local 216 in San Francisco, has made several recordings and has gained top spot on several West Coast disc jockey programs with his music. Among his hits are, "A Gypsy Secret," "A Man Called John," and "Devil with Angel Eyes."

Proxmire Sees 3.2 Per Cent Guidepost 'Unfair' to Labor

Senator William Proxmire (D-Wisc.) believes in the Johnson Administration's wage-price guideposts, but he also believes that the current 3.2 percent rate for 1965 is "unfair" to labor.

The Senator expressed this viewpoint in supplementary views to the report of the Congressional Joint Economic Committee on the 1966 Economic Report of the President.

Proxmire said there was strong evidence that the guideposts will "be particularly unfair to labor as applied in the coming year."

"Here is why this will shortchange labor," he continued. "The guideposts assume that prices in the coming year will be stable. But the administration is virtually sure that they will not be. They will increase. Virtually every administration witness before the committee agreed they would go up. The Director of the Bureau of Labor Statistics—probably the nation's outstanding authority on price behavior—predicted a price rise in the coming year of between 2 and 3 per cent, with 2½ per cent likely."

"If prices do rise 2½ per cent and labor receives a 2.3 per cent wage and fringe increase plus 0.66 per cent social security payment benefit, its increase in real wages (total compensation) will be only about 1.4 per cent, although it is contributing a productive increase of more than twice that."

Proxmire suggested that the Joint Economic Committee "should call this labor inequity to the attention of the Administration, and the Administration should either greatly increase its flexibility in handling of the wage-price guideposts to take this into account, or it should from time to time in the course of the year adjust the 'wage productivity' measure upward from 3.2 per cent with a cost-of-living adjustment to take actual price behavior into account."

prices the last three months of 1966 will be 6 per cent lower than the first three months of the year.

Meat prices continued to rise in February, continuing a trend over the year which saw meat prices rise nearly 19 per cent in 12 months. Pork prices were up 37 per cent in the year.

Contracts Can Protect from Lie Detectors

The importance of spelling out in the union contract the employee's right to refuse so-called lie detector tests in the course of his employment was emphasized recently in arbitration.

When the Warwick Electronics, Inc., recently insisted upon lie detector tests for plant guards during an investigation of TV set thefts, the guards refused. When the company persisted, the guards, members of Local 9 of the International Guards Union of America, filed a grievance.

When the grievance went to arbitration, Arbitrator Carroll R. Daugherty turned it down on the grounds that the union's contract with the company promised to "cooperate fully with the employer in any investigation of thefts of company property."

Thus, the guards were required to submit to the invasion of personal privacy and to the perils of lie detector accuracy. Lie detector evidence (polygraph) is not admissible in a Federal court of law.

In the Mill

GEB Gets Briefing on Pending Labor Legislation

In his quarterly report to the General Executive Board of the International Brotherhood of Teamsters, Sidney Zagri, legislative counsel for the union, reviewed three bills which are of particular interest to Teamsters.

Zagri reported that the Situs Picketing Bill has been held up in the House of Representatives at the urging of 40 freshman congressmen who insist that action be taken first in the Senate. These congressmen gave wholehearted support to repeal of Section 14(b) when that bill was before the House, and now approach labor bills cautiously for fear that they will be defeated in the Senate as was the 14(b) repealer.

Situs Picketing would permit employees of a secondary employer at a construction site the right to picket even though employees of other contractors at the site not involved in the dispute honored the picket line.

Current schedule in the Senate Labor Committee for Situs Picketing is not clear, but that committee may act on the proposal in May.

Zagri reported to the GEB that hearings are completed on the Mine Safety Bill by the Senate Labor Committee, a measure which passed the House with a provision that enforce-

ment of the safety provisions of the bill would be left to state agencies.

In his testimony before the Senate Labor Committee, Zagri objected to three provisions of the House passed version: 1. A clause which says that operations must be "substantially" engaged in interstate commerce; 2. The exclusion of the sand and gravel industry from coverage under the bill; and 3. Title 13 of the proposed measure which would give enforcement authority to the states. Zagri declared that unless the Federal government takes authority for enforcement of safety provisions the effect is no safety requirements at all.

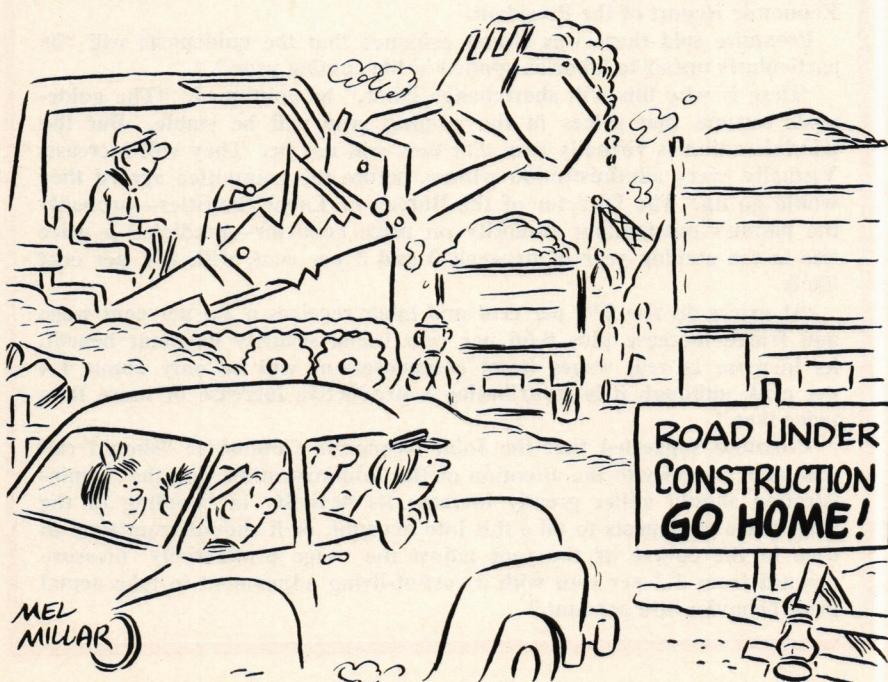
Large mining companies are fighting to give enforcement to state authorities.

Health Camp

Another measure of particular interest to labor unions is the Dent Bill which would permit union officials and employees of pension and health and welfare trust funds to participate in plans negotiated for rank-and-file members. The bill also would permit the construction of health camps and recreation facilities from health and welfare funds.

Zagri reported that the legislative consensus on the Dent Bill is that it could come out for House action in 30 days.

Zagri also reported to the executive board on the status of social legislation pending before the Congress.



John Grady Dies in Washington, D. C.

John E. (Jack) Grady, business representative of Teamster Local 150 in Sacramento, Calif., died in Washington, D.C., recently while attending the Building Trades meeting.

Grady suffered a heart attack during a meeting.

A holder of the Purple Heart plus oak-leaf clusters won during World War II, Grady was wounded seven times in combat.

Minimum Wage

Federal Wage Floor to Protect Agricultural Processing Workers

A House vote on the Federal minimum wage law, amendments to the Fair Labor Standards Act, is scheduled for April 25th.

As voted out by the House Labor and Education Committee, the bill represents a partial victory for Teamsters who have worked for elimination of exemptions in agricultural processing. As reported out by the Labor Committee, the bill will reduce the present 28-week exemption for agricultural processors to 14 weeks. Also, eliminated in the proposed bill is the area of production exemption.

Commenting on the bill, which has bi-partisan support, Teamster Legislative Counsel Sidney Zagri expressed concern that the minimum wage for agricultural processing workers is only \$1 per hour, to be increased 15 cents each year until the minimum reaches \$1.60 per hour.

The minimum presently in effect for other workers covered under FLSA will be increased to \$1.40 February 1, 1966; to \$1.60 in February, 1968.

Included in the bill is inclusion for the first time of approximately 6½ million service and farm workers. Newly covered workers will include

about 1,200,000 retail trade workers, about 1,400,000 workers in public and private hospitals, nearly 600,000 construction workers, about 500,000 laundry and dry cleaning workers, approximately 300,000 hotel and restaurant workers and 480,000 farm workers.

In the past several years, Zagri has made four appearances before Senate and House labor committees testifying for improvements in the minimum wage bill. He has been joined in testimony by Abraham Weiss, chief economist for the International Brotherhood of Teamsters. Zagri also singled out the work of Peter Andrade, head of the Western Conference Cannery Division, and David Sweeney, legislative representative for the Western Conference. Both have spent considerable time in Washington, D. C., working for passage of the bill.

There is general consensus in Washington that the bill will encounter little trouble on the Senate side.

Liquor Firm Loses Decision To Local 404

New England Liquor Sales Co., Inc., violated the Act by refusing to recognize and bargain with Teamster Local 404 of Springfield, Mass., according to a recent ruling by the National Labor Relations Board.

Upholding the trial examiner, the Board rejected the company's defense that it doubted the union's majority status. The examiner had concluded a finding that the employer's insistence on an election "was not motivated by any genuine doubt of the union's majority which it was entitled to resolve by an election, but by a desire to create the opportunity to dissipate the union's majority."

Other violations by the employer included threatening employees with the discontinuance of existing benefits and a shut down.

The Board also affirmed the examiner's conclusion that the employer's conduct interfered with the employees' exercise of free choice in the election which the union lost.

Accordingly, the company was ordered to cease the unlawful conduct and bargain with Local 404.

Honorary Chairman



Ray Schoessling, president of Chicago Joint Council 25, was honorary chairman of fund raising activity by Chicago labor unions late in March on behalf of Chicago Boy Scouts. Called a Lunch-o-ree, the purpose of the affair is to bring scouting to youths in less privileged areas of the city. Shown here during a planning session—the affair raised \$40,000 for the Scouts last year—are, left to right, William L. McFetridge, president, Flat Janitors' Union Local No. 1; Stephen Bailey, business manager, Plumbers' Local Union No. 130; Schoessling; and George Gunderson, vice president, Lithographers' and Photoengravers' International Union Local No. 4.

Via the Back Door

Wage Guideposts Clouds Gather Over Collective Bargaining

WAGE GUIDELINES, first established by the Kennedy Administration, have in the space of four years turned into a monster breathing fire at the paycheck of every union member in the country.

As events have developed since early 1962 when the guidelines were born, the year 1966 may prove to be a do-or-die time for the wage restraints.

Government has assumed a more firm guidelines-stance with the Johnson Administration. Big business has tagged along to lend support whenever LBJ needs it. Gradually this magnifying glass of power has focused upon the construction industry. Building tradesmen have suddenly found themselves the target of a government drive to coerce organized labor into accepting the guidelines as an economic fact of life.

Where once the guideposts and their interpreters gave some respect and consideration to the needs of collective bargaining, now collective bargaining is expected to kneel before the needs of the wage guides.

Curiously, the wage guidelines have no authoritative base. They were not legislated by Congress. They do not

reflect a policy or regulation adopted by the Department of Labor or the Department of Commerce. They are not the result of an executive order from the White House. They came in through a governmental back door.

Originally, the "non-inflationary guides for wage behavior" (and price behavior) were set up by President Kennedy's Council of Economic Advisers. The criteria was that the rate of wage increase—including fringe benefits—in each industry should be equal to the trend rate of overall productivity increase.

Inasmuch as there was no threat of inflation at the time, it since has been generally conceded that the guidelines were established to permit JFK to make political hay by interceding, in the "public interest," in major labor-management disputes.

And intercede he did. Once committed to a public interest role, noted *Dun's Review* in July, 1964, "the Kennedy Administration, in its strenuous efforts to settle abrasive labor disputes on the waterfront and in New York's newspaper industry, ignored its own guideposts in order to get some kind—any kind—of a settlement." In

short, guideline realities gave way to the needs of a political image.

Four years later, President Johnson's Council of Economic Advisers assessed the previous experience, saying: "In the years since 1962, the guideposts have gained increasing significance."

Most significant was the prominence won by the guidelines coupled with the fact that the Council of Economic Advisers felt free to change the formula, holding the wage guidepost figure to 3.2 per cent again this year. Had the old formula been retained, the guideposts would have asserted a 3.6 per cent figure for "allowable" increases in wages in 1966.

Gardner Ackley, chairman of Johnson's Council of Economic Advisers, defended the sleight-of-hand used in the guideline computation. He also complained, "I'm sure it has been and will be described as changing the rules in the middle of the game."

Ackley refused to be pinned down on any specific criteria used for figuring the wage guidepost. The Council, therefore, is free to alter its wage guideline formula at will—again next year or any other year.

To lend weight to the Council's decision to retain the 3.2 per cent wage guidepost—despite productivity trends to the contrary — President Johnson announced a proposal for a federal pay increase which, coincidentally, averaged 3.2 per cent.

The federal pay hike was deceptive, however. LBJ planned a 1 per cent increase for the first three pay grades (maximum \$6,705) and a 4.5 per cent increase for the higher pay grades (maximum \$25,890). This figured out to pay gains as low as \$41.70 a year for some Indians and more than \$1,150 a year for some chiefs—not exactly an equitable distribution.

Another phase of the wage guideline picture came within range of the public eye last February.

Labor Secretary W. Willard Wirtz, Commerce Secretary John T. Connor, and members of the Business Council — a private group of big business barons — met and talked off-the-record over dinner in Washington, D.C. W. B. Murphy, chairman of the Campbell Soup Co., and head of the Business Council, zeroed in on what he called "the country's No. 1 economic problem"—construction wages.

Almost within the same week, New Jersey heavy-highway contractors were quietly visiting President Johnson in the White House, seeking his intervention in a contract settlement between the Associated General Contractors of New Jersey and Local 835 of the Operating Engineers. (This meeting was not unusual. Commerce Secretary Connor disclosed a month later that representatives of business have had many more meetings with the President than have been reported by the White House press corps.)

Invitation

The New Jersey AGC asked the President for help in preventing the contract agreement eventually reached, which provided an estimated 17.4 per cent hourly pay increase spread over a 3-year period. The Administration declined to take a public stand on the matter.

Instead, Gardner Ackley, chairman of the Council of Economic Advisers, ran with the ball. He ordered his staff to invite both A. Spencer Marsellis, president of the New Jersey AGC, and Peter Weber, president of Operating Engineers Local 835, for talks in the nation's capital.

Only Marsellis came. Weber, having heard about the contractors' visit to LBJ, refused to answer the sum-

mons. After talking with spokesmen of the Council, Marsellis said that he had told the officials that the federal government should adopt more of a "pro-industry" approach to halt inflationary trends.

Marsellis was quoted: "I told them I felt the climate was pro-labor at the minute, rather than pro-industry. Labor pretty well has had its way over the past few years. If they (the government) can handle U.S. Steel, they ought to be able to handle this union situation."

The New Jersey contractor added, "I got the impression that they were very concerned, from the President on down, with the possible inflationary trend."

Weber declined several more Ackley requests to come in for a talk. But finally Weber did travel to Washington where he found it necessary to refuse Ackley's suggestions to renegotiate the contract at lower rates, the members already having accepted the agreement.

Shortly after this, Labor Secretary Wirtz—at White House direction—came up with a punitive threat: To withdraw \$200 million in federal highway funds from the New Jersey area until the Operating Engineers succumbed.

The idea was unrealistic. Not only would it punish the Operating Engineers who would lose work, but it would punish the New Jersey contractors, and most of all, it would work a hardship on the suddenly forgotten

"public interest" of the highly populated New Jersey area badly in need of answers for its traffic problems.

Chairman Ackley, meanwhile, went even a step further. He ordered a scrutiny of construction plans for NASA, the Army Engineers, Bureau of Public Roads, Department of Housing and Urban Development, and other agencies to learn where federal money was destined for New Jersey construction—and then aides were asked to determine how to head off or slow down the appropriations.

As March came to a close, the Operating Engineers Local 835—now thoroughly accustomed to its role in the first real assault on construction wages by the guidelines—went on strike for 5 days.

Arrangement

The reason for the strike was that the New Jersey AGC, the Building Contractors Assn., and the Structural Steel Assn., of New Jersey all notified their members not to pay the new wage rate—to which they had only recently agreed in a collective bargaining contract—and to abide by the government's guidelines of 3.2 per cent.

Local 835 ended the walkout after the membership unanimously agreed to an arrangement worked out by Weber and the contractors: There would be an immediate 35-cent hourly pay hike and the contract dispute would be submitted to binding arbitration, with the arbitrators to be Labor

Council Takes Oath



General Organizer Albert Evans (right) is shown administering the oath of office to the officers of Teamster Joint Council 62 in Baltimore, Md., recently. The officers are (left to right): Leo DaLesio, vice president; William Wootton, recording secretary; Ralph Coursey, trustee; Paul Reynolds, president; E. W. Butler, trustee; Tom Magee, trustee, and Joseph M. Townsley, secretary-treasurer.

SPECIAL REPORT

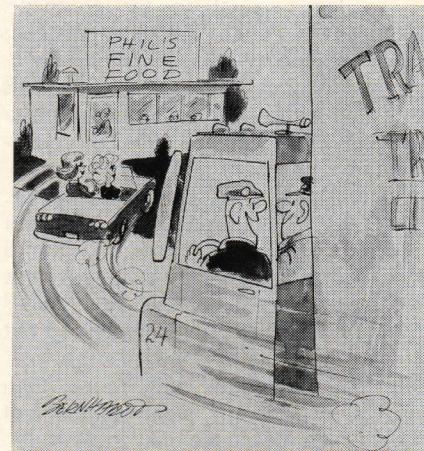
Secretary Wirtz and New Jersey Labor Commissioner Raymond F. Male.

Wirtz and Male were given the responsibility of deciding whether the 3-year agreement, which Local 835 negotiated with the contractors, violated President Johnson's wage increase guideposts of 3.2 per cent.

In such manner was this extraordinary situation reached: Submitting to government labor officials for binding arbitration a contract settlement already agreed to by both the union and management involved. It gave, for the first time in collective bargaining, an official status to the wage guidelines.

Whatever else comes of the New Jersey case, it may very well serve as a catapult to congressional hearings reviewing both wage and price guidelines. Labor Secretary Wirtz and Commerce Secretary Connor have both advocated such hearings for some time.

Connor said recently that safeguards are needed for big economic decisions like setting wage and price levels. The President's Council of Economic Advisers currently establishes the unofficial formula without formal hearings at which labor and business might present their views, yet it appears that both are becoming more involved in the guideposts every day.



"This looks like a good place to eat."

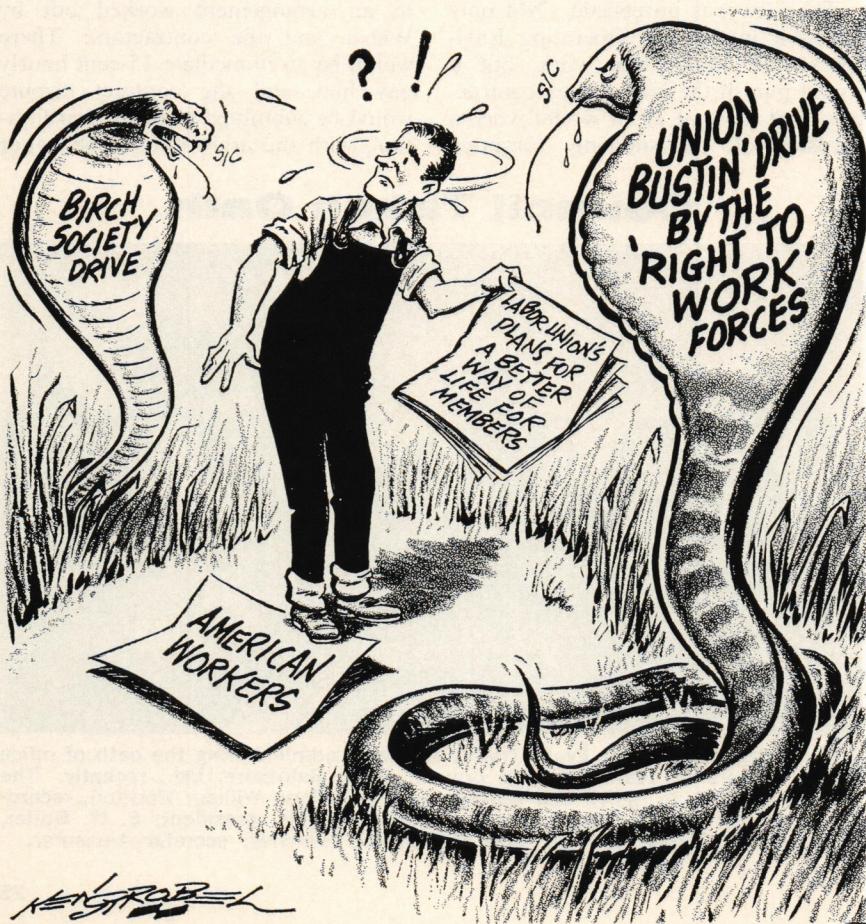
Change the Rules

Rep. Reuss Introduces Bill To Review Wage Guidelines

Rep. Henry S. Reuss (D-Wisc.) already has introduced a bill permitting congressional review of the guideposts. He put the measure in the hopper after the Council of Economic Ad-

visers declined to update the wage guideline to 3.6 per cent. Reuss put it just as Gardner Ackley had feared somebody would:

"Changing the rules in the middle



of the game is a serious matter and one that Congress would want to review."

It has come to be a highly discriminative game in which, it seems, only organized labor is expected to play on the team.

The Council of Economic Advisers has not suggested placing restrictions on the income of farmers even though, as President Johnson told Congress, farm proprietor income went up 22 per cent in 1965.

LBJ told Congress that corporation profits after taxes increased 20 per cent last year. The Council has not suggested any profit controls.

Dividend payments, the President told Congress, increased 12 per cent in 1965. But no limits on dividends have been urged by the Council.

Hew the Mark

And finally, the President told Congress that the income of professional workers (college professors, lawyers, doctors, consultants, etc.) went up 7.5 per cent in 1965, but the Council has offered no guideline applications for this field.

The last 60 months have been, according to President Johnson, a period of "uninterrupted prosperity that (has) brought to this nation record employment, record wages, record buying power, record production, record sales, and record profits."

But no government official, no industrial baron, no economic theorist, has yet explained why union men and women alone must be expected to hew to a mark that only permits them, at the best, to stay even with the ledger lines in the family budget.

Answer to Automation Impact

Guaranteed Minimum Annual Income Recommended in Automation Study

EVERY needy American family should be guaranteed a minimum annual income—that was foremost among the recommendations made by the National Commission on Technology, Automation and Economic Progress which recently completed a year-long study on technological unemployment and related problems.

Besides a guaranteed minimum annual income, the commission also recommended establishment of a nationwide employment service, public works programs to employ a half-million people needing jobs, relocation funds for workers and their families, an increase in Social Security benefits, free public education for 14 years, and lifetime educational opportunities.

In discussing automation, the commission reported there has been a substantial increase in the pace of technological change in this era of computers and automatic machinery. Output per man hour increased 3.1 per cent annually from 1947 to 1964 compared with a 2 per cent increase previously.

No Evidence

There was no evidence, concluded the 14-member study group, that the nation will be unable to cope successfully with the problems of technological change in the coming decade. Labor members of the commission criticized a "lack of urgency" in some aspects of the report.

The commission reasoned that the nation's economy must grow at an annual rate of more than 4 per cent in the next decade to offset job losses caused by automation and other technological changes. It noted that an advance of 4 percent never has been maintained for a decade period, although growth in the past 5 years has averaged 4.5 per cent.

"There will be a continuing need for aggressive fiscal and monetary policies (on the part of the government) to stimulate growth of the economy and create jobs", said the commission.

To provide the needy families with minimum annual incomes, the study estimated such a plan would cost

between \$2 billion and \$20 billion a year, depending on the income maintenance level and the eligibility rules. Under any version of the minimum income allowance, persons with incomes below an acceptable standard would receive a tax rebate or cash allowance.

A vast increase in government spending to provide jobs for a half-million hard-core unemployed was proposed at a cost of \$2 billion annually. The jobs would be in such government activities as hospital, school, urban renewal, welfare, home care, and national beautification. The program would expand over a 5-year period.

Adequate Information

The commission recommended that the federal government take over the operation of public employment services which are now "federally-financed but state-administered." Also, that a national computerized job-matching system be set up to provide more adequate information on employment opportunities and available workers.

It was suggested that the present pilot program to give relocation assistance to workers and their families who are stranded in depressed areas be made permanent.

Congress should enact legislation, the commission said, to set minimum standards for Workmen's Compensation and unemployment insurance, and to increase Social Security benefits, as well as making available public assistance allowances for those unable to work.

Fourteen years of public education for all was proposed, as well as the elimination of financial obstacles to higher education. Lifetime opportunities for education, training and re-training—with adequate subsistence allowances for heads of families taking retraining—also was recommended.

Blue collar workers who are now paid hourly when they work should receive regular salaries so they would have greater stability of income and additional fringe benefits, it was suggested.

In discussing the entire field of em-

Attend Banquet

William Wootton (left), secretary-treasurer of Teamster Local 590 in Baltimore, Md., and Joseph M. Townsley (right), secretary-treasurer of Teamster Local 937, also in Baltimore, are shown with Sen. Daniel F. Brewster (D-Md.) at a testimonial banquet honoring Maryland State Sen. Paul A. Dorf. Wootton and Townsley also were officers of Teamster Joint Council 62 in Baltimore.

ployment over the next decade, the commission estimated that by 1975 almost half of the nation's work force will be in white collar jobs. White collar workers, now 44 per cent of total employment, are expected to increase to more than 48 per cent in 10 years.

Blue collar employment, it is expected, will decline as a proportion of total employment in the next 10 years—from 36 per cent to 34 per cent.

Total nonfarm employment between 1964 and 1975 is expected to increase 30 per cent, with manufacturing gaining 14 per cent. Actual declines in employment are expected in lumber and wood products, aircraft and parts, tobacco, textiles, and petroleum refining.

Congressman Elmer J. Holland of Pennsylvania, who sponsored the legislation that established the commis-

Startling opportunities were foreseen by the Commission on Automation. For example, the commission's report stated that if all productivity gains in the next 20 years were taken in the form of additional income, average per person earnings would increase from \$3,181 a year to \$5,802; if taken in added leisure, the work week could be cut to 22 hours or the standard retirement age could be lowered to 38.

sion in 1963, was especially proud of the final report. He said:

"While every recommendation listed is not wholly endorsed by every member of the commission, the differences

were not so great as to necessitate a 'minority' report. I am sure the future of this nation—and its people—will be much healthier and our goal for full employment will be attained."

LBJ to Congress

Dollars of Consumers Need More Protection in Marketplace

President Johnson has told Congress that American consumers have never had a higher standard of living but that their dollars need more protection in the market place.

The value of the dollar is whittled away, he said, when the consumer cannot make wise choices. "The consumer buys what he wants. He cannot and should not be told what to buy. But he must be told what is available for purchase," he said.

The President's message asked Congress to pass truth-in-packaging, a bill to make credit-buying less of an economic trap, and measures to insure drug safety and the safety of children's toys.

Although Johnson did not specifically endorse the pending legislation sponsored by Senators Philip Hart, (D-Mich.), and Paul Douglas, (D-Ill.), sources said the Administration would not introduce its own bills.

The message did endorse specific measures contained in Hart's pack-

aging bill including those strongly opposed by the food, bottling and canning industries. One of these would allow the regulatory agency to establish reasonable weights and thereby rid the supermarket of fractional and varied weights on any one product line.

The other would take deceptively shaped boxes and other misleading packaging off the shelves. The President also called for clear and simple labeling.

The consumer message was expected to give the impetus needed to get the bill out of the Commerce Committee within two weeks. Senator Hart hailed the President's support but warned that lobbyists were "campaigning for a much weaker bill than the one proposed."

The same joyful reaction was not apparent among truth-in-lending forces. Although President Johnson's message called for help for the consumer so that he might "know the

price of credit in the same clear terms as the price of milk or gasoline," he did not specifically ask that lenders be required to give finance charges on an annual basis.

36 Per Cent

Senator Douglas has said that this is the heart of his truth-in-lending bill. In this way, for example, a department store that now says it charges 3 per cent interest a month would have to tell the borrower it is actually charging 36 per cent a year.

The President's failure to ask for this requirement is not believed to indicate a lack of support for the measure. He did call for the section in his 1964 consumer message.

Probably as a result of stories that the President had disregarded Senator Douglas' recommendations in writing his consumer message, Douglas issued a statement welcoming Johnson's support "to the principle of truth-in-lending for which I have been campaigning for so many years. I hope that with his support we may be able to get an effective and strong bill out of committee, through Congress and enacted into law."

Lending Groups

Opponents of this legislation are even more formidable than those aligned against the packaging measure. Every type of lending institution, department store, car dealer and practically anyone who shares in the \$24 billion annual taken in credit charges, has lobbied against it.

The President's message also makes a special bid for control of drugs and dangerous substances, particularly those that might injure a child. He noted the rising number of accidental poisonings, saying that nearly 500 children under five were among the 2,100 Americans who died this way last last year.

● Mississippi Win

Service and Maintenance employees of the Fruehauf Trailer Division of Fruehauf Corporation have voted for representation by Teamster Local 891 in Jackson.

In a bargaining unit of 14, only 2 negative votes were cast. Announcement of the Teamster victory was made by Local 891 President and Business Agent W. C. Smith.

John Birchers Make Plans For November

The John Birch Society plans to raise \$12 million to support right-wing candidates in 325 Congressional Districts in November. A big part of this money will be spent in the 51 Congressional Districts which threw out conservatives and elected liberals for the first time in 1964.

The Birchers plan to recruit 1000 members in each of the 325 Congressional Districts before November. Approximately 10,700 right-wing radio and TV programs are heard or seen in over 1000 communities each week throughout the U.S. Generally speaking, all of these programs attack labor unions, the civil rights movement, the Supreme Court, the United Nations, the Federal Government, and even your local PTA.

This is not all. Other right-wing organizations expect to raise another \$38 million to back Birch-type candidates. Labor unions are put on notice that great efforts will be needed to preserve a Congress willing to consider and pass liberal legislation next year.

For Your Information

● Tank Truck Changes

A change in official specifications for tank trucks used for transporting explosive or dangerous commodities is being considered by the Interstate Commerce Commission.

Among the changes are a new specification for cargo tanks for cryogenic materials, and consolidation of eight of the existing specifications for cargo tanks into three new specifications.

● Soviet Trucking

Pravda, the Soviet Communist Party newspaper, says Russian trucks are empty almost half the time they are on the road.

The newspaper implied that such waste of trucks, manpower, gasoline, and tires hurts the Soviet economy. Premier Kosygin reportedly was alarmed at the waste.

The Soviet transport industry has set up a 5-year plan ending in 1970 to make better use of its over-the-road freight system.

● Medical Elephants

Some members of the American Medical Assn., like elephants with long memories, haven't forgotten who supported the Medicare program they so bitterly opposed for years.

Local AMA chapters in some areas have spurred their political action committees into frontal attacks on Senators and Representatives who voted for Medicare. What the AMA die-hards hope to gain is unclear—whether it is repeal of the already overwhelmingly popular Medicare or whether it is simply naked revenge.

Whatever the goal, some AMA groups have committed themselves to spending thousands of dollars to help defeat Congressmen who favored the legislation.

● Metal Mining Profits

Metal mining profits went up, up, and up during 1965 as all major companies showed increases—some even more than 100 per cent.

Of the 13 major mining firms, Newmont Mining Co., led the net profit parade with an increase of 128 per cent over 1964. Kennecott Copper Corp., with nearly \$102 million in net profit, experienced a 78.9 per cent gain.

Anaconda's \$79 million net was a 75.4 per cent increase over the previous year. Other companies and their percentage of profit increase over 1964 were:

Cerro Corp., 118.8; Magma Copper Co., 91.5; American Smelting & Refining, 78.5; Consolidated Mining & Smelting, 77.7; Phelps Dodge Corp., 69.6; American Metal Climax, 59.0; American Zinc, 57.9; Stauffer Chemical Co., 49.9; Inspiration Consolidated Copper, 46.7; National Lead Co., 18.3 per cent.

● Wages Follow Prices

A minimum wage increase of 28 per cent was decreed early in March by the president of Brazil, trailing a long period of consumer price increases.

Food costs alone increased 31.7 per cent in Brazil last year while the cost-of-living index generally went up 43.4 per cent.

Brazil's cost-of-living index jumped an additional 5 per cent in January.

● War and Interest Rates

Rep. Wright Patman (D-Tex.) maintains that the Federal Reserve Board raised interest rates recently to satisfy "the greedy grasp for wartime profits" by big banks.

Contending interest rates do not have to be raised to fight inflation, Patman said, "We did not betray our fighting men in World War II with round after round of interest rate increases, and we should not betray our men in the Viet Nam swamps and jungles."

Patman asserted the GI Bill signed early in March by President Johnson will be an "empty bag of benefits" if there are further interest rate hikes. He said the cost of everything would go up, including housing and education, with still higher interest rates.

● Taxes and the CPI

Continuing increases in state and local taxes and the recent reductions in federal excise taxes had some effect on the Bureau of Labor Statistics' Consumer Price Index.

The rise in state and local indirect taxes between December, 1963, and October, 1965, contributed about 0.4 percentage points to the total 2.6 per cent advance in the index during that period.

But the advance was largely offset by a downward influence of 0.3 percentage points resulting from the 1965 reduction in federal excise taxes.

● Year-Round Workers

Although 7 of every 10 American workers were in the labor force all of 1964, because of unemployment the proportion worked year-around was

substantially smaller, only 6 of 10—70 per cent of the men and almost 50 per cent of the women.

The Labor Department said 4 per cent of the men and 10 per cent of the women who worked throughout the year held part-time jobs.

The median total money income of year-round full-time workers in 1964 was \$6,283 for men and \$3,710 for women. In contrast, among year-round part-time workers, the corresponding income was \$1,345 for men and \$1,276 for women.

● The First Concern

"A rational economist must finally be concerned with how well people live, not with what things cost. In measuring the wealth of a society, it is absurd to rely entirely on the Gross National Product, for much of it may be worse than useless. It is important to notice how much the various expensive products and services of corporations and government make people subject to repairmen, fees, commuting, queues, unnecessary work, dressing just for the job; and these things prevent satisfaction altogether."—Paul Goodman, *People or Personnel*.

● Rank-and-File Satisfaction

A large majority of union members feel that unions are responsible for job security, have improved living standards, and are doing a better job now than 5 years ago, according to a recent University of California survey.

Members who are more active in their unions are more strongly of these opinions than those who are less active, the survey found, and older workers are also more strongly of these opinions than younger workers.

The survey, conducted by the Institute of Industrial Relations, also established that contrary to the belief of much of the public, most members feel their union is democratically managed and that the leadership is sensitive to their desires.

● Retraining for Elders

Although persons 45 and older make up 29 per cent of the total unemployment in the U.S., they comprise only 11 per cent of those getting retraining in manpower development programs.

The government, pleased with results of its pilot retraining courses, says the elderly will get much more emphasis this year. More than 10,000 workers 45 and older took such training last year.

● Poll Taxes Die

Poll taxes, as they have been levied and understood as a form of economic discrimination for scores of years in mostly Southern states, are finally dead.

The Supreme Court killed Virginia's poll tax in a recent 6-to-3 decision, saying that such taxes anywhere are an unconstitutional burden on the right to vote.

The decision also was a death blow for poll taxes in three other states still retaining them—Alabama, Mississippi, and Texas.

● 'A Growing Problem'

"Now we have a growing problem because the economists, who preside over the new economics, and the lawyers, who are charged with protecting individuals and companies, are not even talking together. Congress has a preponderance of lawyers, and its emphasis is on the process of lawmaking. But more and more the executive branch and its economists are making decisions as problems come up."—Secretary of Commerce John T. Connor, *Christian Science Monitor*, March 3, 1966.

● Cost of Health

The annual expenditure on all health and medical care services in the United States increased from \$13 billion in 1950 and \$27 billion in 1960 to approximately \$40 billion last year.

Such expenditures now amount to 5.9 per cent of the Gross National Product. Private spending for personal health care—more than \$26 billion last year—accounts for about 6.1 per cent of personal consumption expenditures.

● Probe Extended

Sen. Edward V. Long (D-Mo.) has asked the Federal Trade Commission to investigate newspaper and magazine advertising of radio devices used for electronic eavesdropping.

Long, chairman of a Senate subcommittee that has been investigating invasion of privacy, noted that the FCC recently adopted regulations outlawing the use of such devices for snooping.

"Now that the FCC has taken this step," the Senator commented, "it would seem to me that the advertising of these gadgets for eavesdropping purposes in newspapers and magazines should also cease."

● Truck Sales Up

Early indications are that truck sales in 1966 will exceed last year's record volume of more than 1.5 million units.

Truck sales in January and February were nearly 15 per cent higher than for the same months in 1965. Makers of truck components also are struggling to keep up with corresponding sales increases.

Getting a big play are light trucks which are in demand as recreational vehicles.

WHAT'S NEW?

Thermopot for Car Or Truck Travel



Long trips by car and truck can be made more pleasant with the use of a car and truck thermopot which operates off any 12 or 24 volt system. About one quart capacity, 15 inches high and 4½ inches in diameter. Thermostatically controlled it will bring water to boil in 10 minutes. Will switch off when temperature reaches 90 degrees centigrade after boiling point has been reached. The jug also keeps drinks cool in summer.

The inner bottle is made of hard glass with silver plating; this is protected by shock-absorbing packing. The outside cylinder is covered with imitation leather. Complete at \$14.95 with a five foot cord to the cigarette lighter, the thermopot is guaranteed.

Move Large Loads with Self-Raising Dollies

One man can move heavy crated or palletized loads by means of two self-raising dollies. A 14-inch pry bar is used to lift the load enough to slip the floor-level flange of the dollies beneath. The prybar is then inserted in

the lever socket to pull the cam lift over the center. This raises the load two inches and locks it in ready-to-roll position. The 11-inch high, self-raising dollies come in three capacities per pair—1100 pounds with plastic wheels; 2100 pounds with rubber-tired steel wheels; and 2200 pounds with all-steel wheels.

Additive Cuts Down Diesel Odor, Irritation

Diesel exhaust odor and irritation are counteracted and neutralized with a currently-marketed additive. Used at a rate of one pint per 1000 gallons of fuel, the clear, oil-soluble liquid can be blended by adding to storage tank before the diesel oil is delivered or it may be mixed in by the supplier prior to delivery.

Convenience and Safety Of Lease Card Holder

A firm is now marketing a lease card holder that straps quickly to the cab door and can't come off. The card slides into a side-opening pocket and stays clean, dry and with the truck. Such problems as lost-card fines, tape pulling paint off the door when you remove the card, or trying to get tape to stick in cold, wet or dirty conditions are no more of concern. The 26-inch-wide by 21-inch-high lease card holder is made of heavy weather-proof canvas with a tough, clear vinyl window.

Replacement Brushes For Power Sweepers

Replacement brushes for all power sweepers are available from a Milwaukee firm. Made in any size, material, density or face length by means of a new manufacturing method, these low-cost brushes fit directly onto the sweeper without additional attachments on cores. They are discarded when they wear out.

30 Sizes in O-ring Service Kit

Currently entering the market is an O-ring service kit that stocks 30 popular sizes. Built-in gauges permit accurate

checking and matching of O-ring ID, OD and body thickness. Along with the kit comes a catalog that contains complete application and interchange data.

Handy Tool Invented By Two Teamsters

A father and son team of Teamsters has invented and is marketing this tire bumper and hook for pulling the lever on a fifth wheel and in less than one year have made and sold over 5,000. Marketed through truck stops in the



mid-west, they sell for \$1.00 to \$1.50. They can also be obtained from the manufacturers for \$1.00 postpaid.

In addition to the tire bumper being used to check for low or deflated dual tires, the hook permits the driver to reach under the trailer and hook the fifth wheel lever without getting grease on his arm and shoulder. The hook may also be used to bleed air tanks, pull chock blocks etc.

Miniature Lamp Of Versatile Uses

Currently available is a miniature lamp, smaller than a raisin, that can be inserted in small openings not accessible with a flashlight or trouble light to illuminate the interior while leaving a peep-hole for the eye. Coming complete with flexible extension cord and socket, its connection fits the bulb socket in any standard 3v, 2-cell flashlight.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Step Down

The man was in court because he had stolen his neighbor's front step and nailed it to his own home.

"Do you realize," the judge told him, "the magnitude of what you've done; do you realize the immense shameful act you've committed; do you realize the huge crime you've committed?"

"I guess you're right, judge," said the man, "it was a big step to take."

Bright Idea

John MacPherson had married. Some weeks later he met Pat, his friend from Ireland.

"Well, John, lad," said Pat. "I suppose you had a lot of silver for wedding presents?"

"Aye, mon," said John, "mostly silver they were."

"And what did your father give you?" asked Pat.

"Dad gave us a bottle o' acid to test the silver wi," said the newly married man."

Dead Accounts

Two Madison Avenue advertising men were chatting over a liquid lunch. An acquaintance from the ad world had just gone to That Great Big Agency in the Sky. One said: "Did you hear about George Smith? He died last night!" . . . "Good Lord," said the other, "what did he have?" . . . "Nothing much," said the first guy, "just a small toothpaste account and a beer client . . . nothing much worth going after."

Code Duello

Customer (having a rough shave)—"I say, barber, have you another razor?"

Barber—"Yes; why?"

Customer—"I want to defend myself."

Nice Try

"Mention 12 animals of the polar region," the examination paper read. The despairing student wrote, "Six seals and six polar bears."

Universal-Type Wife

An obedient wife is one who obeys her husband when he tells her to do as she pleases.

Worst Advice Ever

"If it hadn't been for your confounded advice I wouldn't have lost every dollar I had."

"You can't say that," returned his broker. "I told you to use your own judgment."

"Well, that's what I did!"

Machine Age Fable

Two flies were discussing a deceased relative. Said one, "All I heard was that he died in an accident. What happened?"

"It seems someone swatted him just as he lit on the adding machine."

"That's the way it goes," the other consoled. "I guess this time his number was up."

Busy Teller

A little girl went to a busy bank and handed the teller a dollar and asked for change in nickels. She carried the nickels to a table and counted them carefully. Later she returned to the window and asked that the nickels be changed into dimes. Still later she returned and asked that the dimes be changed into quarters.

"Just what are you doing?" the impatient teller asked.

"My arithmetic homework," the youngster replied.

Complaining Loudly

Jean was eager for her old school friend to like opera, and had dragged her along to hear a touring company at the local theater.

"That woman sings with a great deal of feeling," remarked Jean.

"I hope she isn't feeling as bad as she sounds," was the bored reply.

Prosaic Warning

"Don't go falling in love with a hatcheck girl at a night club," said the father. "I know, she is lovely and all that."

"But what's your main objection?" demanded the college boy.

"Well," papa replied, "for one thing, she isn't allowed to keep the tips she gets."

Case of Necessity

Two members of a London club met in the smoking room. The first looked grave as he shook hands with his friend, who was very deaf.

"I was sorry," he said, "to hear of the death of your uncle."

"Eh? What's that?" asked the deaf one.

"I was sorry to hear you've buried your uncle."

"But I had to," came the unexpected reply. "Dead, you know."

Great Exercise

Two women were gossiping. Said one, "What I say is—give a man enough rope and he'll hang himself!"

"Oh, I don't agree," said the other. "I gave my husband enough rope and he skipped."

Thimbleful

A society matron who was too busy playing bridge to look after her husband came home one evening and found the poor guy trying to sew a button on his shirt. "Clarence," she said with an air of superiority, "you think you know everything, don't you? That thimble you're wearing . . . it's on the wrong finger."

"I know," said Clarence. "It should be on yours."

FIFTY YEARS AGO

in Our Magazine

Vol. XIII

(From the April, 1916, issue of the TEAMSTER)

Number 4

Social "Do Gooders" Need Life Experience

One of the most dangerous phases of present day affairs is the group of otherwise disengaged philanthropists who wish to do things for the poor, and the developing profession of specially trained salaried individuals who are anxious to establish ways and means by which they may solve the industrial and social problems of the workers.

As these experts reformers—"intellectuals"—increase in number and zeal they disclose plainly that their prototype is the ancient village busybody to whom no detail of other men's lives were sacred, and their present purposes are no more exalted than were those of the unskilled busybody who worked without technical training.

There is nothing in greater contrast to the ideals and principles of democracy than interference in such phases of men's lives as ought and must be the determination of their own wills.

But there are people who do not have an appreciation of what constitutes the proper sphere of their activities or a sense of delicacy about invading the privacy of another's life. These persons have busied themselves increasingly with the problems and affairs of the lives of their fellows—those less fortunate economically. There are few details of life at home, at work, at recreation concerning which they do not feel thoroughly competent and at liberty to give advice or supervision.



Why More Babies Die in Fall River

Every year more than 100,000 American babies are killed by poverty before they reach their first birthday.

Such is the toll in the United States because of poverty and its offspring, preventable disease. The figures are ultra-conservative, being but half the total number of deaths and illnesses, which, according to the highest medical authority, could be prevented by stamping out poverty or merely by appropriating a third the cost of one battleship for the public health.

East Orange, N. J., is a wealthy suburban town, where no one works very hard and most of the residents work not at all. Babies die there at the rate of 78 per thousand.

Fall River, Mass., is a center of the textile industry of New England. The people there produce the wealth that is spent in towns like Brookline and East Orange, or on Fifth avenue in New York. And their babies die at the rate of 229 per thousand.

For every baby of the well-to-do that dies in East Orange or Brookline, three babies of the poor, who are also the most industrious, die in Fall River.

CORRESPONDENCE

Brother George Carson writes from Minneapolis that Local 23 there is progressing rapidly considering the conditions in the city. Some of the team owners are hiring union men, but the Transfer Men's Association is still fighting us. Prospects for the coming season are very bright, and there is a chance for a large improvement.

Minneapolis needs an organizer this spring very badly, as I believe this city can be organized 100 per cent.

Our Treasury Shows A \$232,891 Balance

The report of the General Secretary-Treasurer just issued shows a balance on hand of \$232,891.27. Most of this money is in the strike or defense fund. We are gradually gaining and building up our organization financially. Since our last convention we have gained \$21,000.00, although we have had to pay all the expenses of the convention, which were very heavy, such as railroad fare of the General Officers, printing and publishing of proceedings, moving of the books in the General Office to San Francisco and back, etc. Also the expenses of a meeting of the General Executive Board. So, taking all this into consideration, we have every reason to rejoice at the financial condition of our organization.

Our books have just been audited by the Trustees and also by an expert accountant.

Organizing Drive At Borden Milk Co.

General President Tobin during his recent visit to New York held a conference with the general manager of the Borden Milk Company of that city.

At the present time the company is very bitter against the union. This company has several times broken up organizations that were formed. It offers inducements to the men to remain outside of the organization. The manager of the company, in this conference, did not deny that it had done these things, but after the explanation that was made to him by the International Union representatives, he seemed to look with more favor upon the organization than he did before.

Professor Kills Monopoly Charge

Not in years have the press agents of Big Business worked harder than at present to convince the workers that wage increases do not help them and that the only way to improve their condition is to work harder and live cheaper.

It seems a waste of time to show the humbuggery of this argument. But a lot of people who let others do their thinking for them are muddled by it.

Here is the answer in the language of a conservative economist, Professor Jacob H. Hollander of Johns Hopkins University.

"The statement is commonly made that after all it would do no good if wages were universally increased because labor would be obliged then to pay that much more for his product. It would be a sort of attempt to lift one's self by one's boot straps. Well, there are several considerations that figure.

"In the first place, it is not clear by any means that industrial profits are not excessive. To the degree that they are, an increase in wages would be at the expense of excessive profit. In the second place, it is very probable that increased wages would result in increased productivity, on the theory that to the degree that underpaid and therefore undervalued work, people receive larger earnings, their industrial efficiency would be enhanced.

"Finally, the assumption of a universal and simultaneous rise in wages is fantastic. That is not the way industrial betterment moves. It takes place from one occupation to another, and does not increase the cost to the laborer as a consumer in the same proportion as his income rises as a producer.



MOVING?

Insist on Safe
TEAMSTERS SERVICE

